

MILITARY AND CIVILIAN OCCUPATIONS OF RESERVISTS:

**A REPORT FROM THE
1992 RESERVE COMPONENTS SURVEYS**

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13. ABSTRACT (Maximum 200 words) To better understand and plan for the needs of a changing military force, the Defense Manpower Data Center (DMDC) conducted the 1992 Reserve Components Surveys. Major topics that were addressed in the survey of members include: participation in Reserve activities, military occupations of personnel, civilian employment of personnel, and relationship of Reservists' military and civilian jobs. The questionnaire was mailed to 76,783 members with responses received from 47%. The objective of this report was to analyze issues relating to individual and unit readiness in response to the increasing operational tempo of Reserve missions. Highlights of the report include the following: a) 33% reported working an average of 20 hours a month at their drill location on an unpaid basis; b) more officers spend all of their time working in their primary occupation than enlisted personnel; c) participation in the Reserves did not negatively affect ability to maintain a full-time job; d) the majority reported that their civilian jobs were not very similar to their military jobs; e) 70% used military leave or a leave of absence from their civilian jobs to participate in annual training or to attend military school.			
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MILITARY AND CIVILIAN OCCUPATIONS OF RESERVISTS: A REPORT FROM THE 1992 RESERVE COMPONENTS SURVEYS

Executive Summary

Background

The mission of the Reserve forces has changed since the implementation of the Department of Defense's (DoD) Total Force policy in 1970. Formerly, Reserve Components supported primarily the Active Components, but now the Reserve units often deploy side-by-side with Active units, educate foreign populaces in democratic principles, act as peacekeepers in the midst of warring parties, and respond to domestic natural disasters such as earthquakes and floods. To respond to the increasing operational tempo of Reserve missions, readiness is critical. Quality of life for the military member and family has been recognized as an important contributor to readiness.

Since 1971, DoD has conducted a series of surveys to assess the characteristics, attitudes, and opinions of Reservists. In 1986, the first large-scale surveys of Reserve Component members and spouses were conducted. The *1992 Reserve Components Surveys* of officers and enlisted personnel and their spouses represent the latest in this series of surveys. This report is one in a series of four reports: *Report on Reserve Component Members*, *Report on Reserve Spouses*, *Special Topic Report on Military and Civilian Occupations of Reservists*, and *Special Topic Report on Financial Issues of Reserve Service*. These reports describe the results of the *1992 Reserve Components Surveys*.

In the *1992 Reserve Components Surveys*, a stratified random sample of Reserve members was selected. Four primary sampling groups were identified: unit members, individual mobilization augmentee (IMA) Reservists, military technicians, and a longitudinal sample consisting of current Reservists who were sampled in the 1986 survey. Sampling strata in all but the longitudinal group were defined based on Reserve Component, military personnel category (enlisted vs. officer), and gender. The seven Reserve Components represented were Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Naval Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), U.S. Air Force Reserve (USAFR), and U.S. Coast Guard Reserve (USCGR). The Reserve member sample was obtained by taking a simple random sample within each sampling stratum. Surveys were also mailed to all spouses of the Reserve member sample.

The samples were drawn in December 1991 and updated in March 1992. Three different survey questionnaires were developed: one for officers, one for enlisted personnel, and one for spouses of Reserve members. Data collection occurred between November 1992 and December 1993. From a population of 984,939 Reservists, 76,783 were selected for the member sample, and 36,069 members responded. In the spouse survey, 24,107 spouses responded.

The survey data were weighted using a three-step procedure. First, base weights were computed as the reciprocal of the individual's probability of selection. Second, weights were adjusted for nonresponse to compensate for those who did not return valid completed surveys. Third, weights were poststratified to adjust sample estimates to conform to the known total number of Reserve members and an estimate of the number of spouses and couples.

Participation in Reserve Activities

Attendance at regular Reserve activities. Nearly all Reservists reported attending weekend drills, with slightly higher attendance among enlisted personnel than among officers. Reserve Components showed variability in drill weekend attendance, with highest attendance reported by USCGR, ANG, and ARNG members.

Over three fourths of all Reservists reported attending annual training in 1991, with proportionally more officers in attendance than enlisted personnel. Participation in annual training rose as pay grade group increased. On average, Reservists reported attending about 17 days of annual training. While there were no differences between officers and enlisted Reservists in their reports of annual training duration, there were differences found across Reserve Components. Relative to all Reservists, USMCR members averaged less time at annual training. This low level of annual training attendance is most likely explained by the high level of mobilization for the USMCR during Operation Desert Shield/Desert Storm.

Active-duty service. In addition to their regular weekend drill and annual training obligations, Reservists may serve on active duty for additional schooling or training or for other reasons (e.g., special projects or to fill a position in an Active unit). About one fifth of all Reservists served on active duty to attend military school, with larger proportions of officers engaged in this activity than enlisted personnel. USNR and USCGR members were least likely to serve in this capacity, perhaps reflecting a difference in command priorities on extra education.

About one fourth of all Reservists served on active duty for reasons other than schooling. Officers were more likely than enlisted personnel to engage in this activity. The relationship between this type of activity and pay grade group was demonstrated as well within the enlisted and officer groups (i.e., active-duty service for nonschool-related reasons was positively related to pay grade group). Among the Reserve Components, USAFR and USMCR members were most likely to serve on active duty for nonschool-related reasons.

Extra time spent on Reserve work. In addition to their regular Reserve time, Reservists were asked about the time they spent on Reserve work at home or on their civilian jobs. Overall, less than one fifth of all Reservists reported doing so, with activity rates rising by pay grade group. Compared to all Reservists, USNR and USCGR members were more likely to spend additional time at home or at work on Reserve duties, and USMCR members were less likely to do so.

Reservists also reported the amount of unpaid time they spent at their drill locations. About one third of all Reservists reported working at their regular drill location on an unpaid basis, averaging nearly 20 hours a month. Compared with all Reservists, USNR and USAFR members were less likely to have spent unpaid time at drill locations, whereas USMCR and USAR members were more likely to have done so.

Overall, 41 percent of all Reservists reported working extra days, averaging 47 extra paid days, or over 9 regular workweeks. The number of paid workdays appeared to be related to pay grade group. Enlisted personnel were paid for more workdays on the average than were officers. Among enlisted personnel, E1-E4s reported the greatest number of paid workdays. Relative to members of the other Components, USMCR members were paid for the most extra workdays. This is likely due to their high levels of deployment for Operation Desert Shield/Desert Storm and their pay grade composition.

Military Occupations of Reserve Personnel

Primary military occupation. Enlisted Reservists were most frequently trained in the following occupations: infantry, gun crews, and seamanship specialists; functional support and administration; electrical/mechanical equipment repairers; and craftsmen. Together these occupations accounted for 70 percent of all enlisted Reservists. The distribution of enlisted Reservists across occupations did not differ by pay grade group. However, there were large differences by Reserve Component. Relatively high proportions of USCGR, USMCR, and ARNG personnel were trained in the most combat-related occupation: infantry, gun crews, and seamanship specialists.

Reserve officers were most often trained as tactical operations officers. Large proportions were also trained in health care, engineering and maintenance, administration, and supply and procurement. Parallel to the findings for enlisted personnel, occupational distributions did not differ by pay grade group, but did differ by Reserve Component. For both Reserve officers and enlisted members, concentrations of personnel in combat-related occupations were particularly high in the USMCR and in the ARNG. Other occupations tended to be clustered in specific Reserve Components in ways related to the Reserve Component mission.

Primary and duty occupations. The extent to which Reservists had matching primary and duty occupations can be taken as an indication that Reservists were working in the occupational specialty for which they had been formally trained. Overall, 87 percent of enlisted personnel had the same primary and duty occupations, with no differences found by pay grade group. Match rates ranged from 90 percent among infantry, health care, and technical specialties to 84 percent among electronic equipment repairers.

Compared with enlisted personnel, match rates for all Reserve officers were somewhat lower (78%). Junior officers had higher match rates than did senior officers, perhaps reflecting the large distance along the career path between initial training and peak career occupation for the senior officers. Match rates differed across occupations, with the highest match rates found among health care, general officers and executives, and scientists and professionals. The lowest match rates were found among tactical operations officers and administrators.

Time spent working in primary military occupational specialty. Another measure of the extent to which Reservists were working in the areas for which they were trained was the subjective report of time spent in their primary military occupational specialty. The pattern of results obtained using this subjective measure generally differed from those obtained using the occupational records. For example, proportionally more officers (40%) than enlisted personnel (25%) reported spending all of their 1991 Reserve time working in their primary occupation.

The proportion of enlisted Reservists who spent much of their time working in their primary occupation varied across the occupational areas in ways that differed from the patterns observed for the primary-duty occupation match rates. The proportion of Reservists who reported spending at least one half of their time in their primary occupation was lowest among craftsmen (49%) and highest among other technical and allied specialists (72%). However, among officers, the results across occupations partially paralleled those found with the match rate indicator. The occupations in which the highest proportions of officers reported spending at least one half of their time were general officers and executives and scientists and professionals.

The proportion of both enlisted personnel and officers who spent at least one half of their Reserve service time working in their primary occupation varied widely by Reserve Component, from 49 percent in the USNR to 85 percent in the ANG.

Reserve and prior active-duty primary military occupational specialty. Survey results showed a moderate degree of continuity in Reservists' occupational specializations in the Active and Reserve Components. For approximately one half of Reservists with prior active-duty service, their current primary occupation was the same as their prior active-duty primary occupation. USMCR and USNR members were the most likely to have retained their active-duty primary occupation. ARNG and ANG members were the least likely to have kept the same primary occupation.

Junior enlisted members (E1-E4) were most likely to have kept their active-duty primary occupation. These Reservists tended to be younger than those in higher pay grade groups and had the least amount of time to change their specialty since active-duty service. However, the pattern was reversed among officers. Senior officers (O4+) were more likely than junior officers (O1-O3) to have retained their active-duty primary occupation.

The proportion of Reservists who had retained their active-duty primary occupation varied substantially across occupational areas. Among both enlisted Reservists and officers, health care specialists were least likely to have changed their primary occupation since active-duty service. Among enlisted Reservists, craftsmen were particularly likely to have changed their primary occupation; among officers, the same was true for general officers and executives.

Civilian Employment of Reserve Personnel

Participation in the Reserves did not negatively affect Reservists' ability to maintain a full-time job. In 1991, the majority (62%) of all Reservists had a full-time job. These jobs were either in the civilian employment sector or in military technician jobs. Employed Reservists working less than full-time were in school while working, employed part-time, or self employed. Of those with a civilian job, many Reservists worked more than the traditional 40-hour workweek in their civilian jobs. In fact, nearly one fourth worked the equivalent of over 6 days per week. As pay grade group increased, the number of hours worked per week also increased. Thus, officers tended to work more hours than did enlisted personnel. Notably, Reservists as a whole were found to work more hours on average than were civilians in the general U.S. population, in spite of their additional time commitment in Reserve activities.

Compared with enlisted personnel, officers were more often employed in white-collar occupations and in the public sector. Officers tended to work in industries such as public administration or professional services. Enlisted personnel were more often employed in blue-collar occupations and in the private-sector. Enlisted personnel tended to work in industries such as manufacturing, retail trade, or construction.

The two largest Reserve Components, the ARNG and the USAR, had similar patterns of participation in work and school, and those with a civilian job worked a similar number of hours per week. Since USAR members tended to be more highly educated than ARNG members, they more often held positions in white-collar executive, administrative, managerial, or professional jobs as compared with the ARNG.

Because USMCR members were generally the youngest Reservists, with the majority under age 25, many of them were in school. Therefore, USMCR members were more often employed in part-time work in occupations such as sales or laborers in the private sector in which such jobs are most available. Relative to other employed Reservists, USCGR members most often had a full-time civilian job and worked the most hours. USCGR members tended to work in protective service occupations such as police officers and firefighters in the public sector.

Relationship of Reservists' Military and Civilian Jobs

Similarity of Reservists' civilian jobs and Reserve duties. Eighty-six percent of Reservists held civilian jobs (other than as military technicians) in addition to their military jobs. The majority (62%) reported that their civilian jobs were "not similar at all" to their military jobs. One fifth (22%) reported that their civilian jobs were "similar" or "very similar" to their military job. Reports of dissimilar jobs were most frequent among ARNG and USMCR members, with 70 percent or more of these Reservists reporting that their military and civilian jobs were "not similar at all."

Comparison of Reservists' primary military occupational specialties with their civilian occupations. The major categories of military occupations are very different from the major categories of civilian occupations. Nevertheless, for enlisted personnel, some correlation was observed between military and civilian occupations in several military occupational groups. Enlisted Reservists working as electronic equipment repairers, electrical/mechanical equipment repairers, or craftsmen in their military occupations were often employed in precision production, craft, and repair in their civilian occupation. Enlisted Reservists employed in functional support and administration in their military occupation often worked in administrative support in their civilian occupation.

Reserve officers exhibited a starkly different pattern. Regardless of their military occupation, Reserve officers were often employed in their civilian jobs as executives, administrators, managers, or professionals.

The correlation between military and civilian occupation may also be examined by arraying military occupations within each civilian occupation. Among enlisted Reservists, those employed in their civilian position as executives, administrators, managers, or administrative support personnel often worked in their military jobs as functional support and administrative personnel. Reservists who worked in protective services or as machine operators, handlers, or laborers in their civilian jobs were often classified as infantry, gun crews, and seamanship specialists in their military occupations.

Among Reserve officers, one military occupational group—tactical operations officers—stood out as the most common military occupation, regardless of civilian occupation, for a majority of the civilian occupation groups. For example, approximately three fourths of Reserve officers working as technicians in their civilian occupations worked as tactical operations officers in their military jobs. Reserve officers working as professionals in their civilian jobs often worked as health care officers in their military jobs.

Civilian employers' attitudes toward Reserve service. The majority (62%) of Reservists reported that their civilian employer had a favorable attitude toward their participation in Reserve duties; only 1 in 8 (12%) reported an unfavorable attitude. This finding did not vary greatly across the seven Reserve Components.

Problems for civilian employers caused by Reserve service. Between one third and one half of Reservists reported that their employers viewed their participation in Reserve activities as a "slight problem" or "somewhat of a problem." The proportion was largest with respect to the 2-week absence for annual training and absence due to extra time spent in Reserve activities. Absence for weekend drills was viewed as least problematic.

Problems with drill weekends were more common among employers of Reservists in pay grade group E1-E4 and USMCR members. In contrast, many of these Reservists had civilian occupations that were part-time and in retail trade, jobs which often require weekend work.

Annual training absences were cited as a problem more often by Reserve officers than by enlisted Reservists. However, among those in pay grade group E1-E4, annual training was cited as a serious problem more than twice as often than those in other pay grade groups. Spending time on Reserve activities while at the civilian job was more often reported to be problematic for employers of officers than for employers of enlisted personnel. Among Reservists in the various Components, USMCR members were most likely to report that spending extra time in Reserve activities constituted a serious problem for their civilian employers.

"Opportunity costs" of Reserve service. Less than one half of Reservists reported that they lost opportunities for overtime or extra pay from their civilian jobs due to Reserve participation. This proportion decreased as the pay grade group increased.

Time off from civilian jobs for Reserve duties. Over two thirds of Reservists used nonworkdays to participate in weekend drills. A significant fraction of Reservists, however, used military leave or leave of absence from their civilian jobs to participate in weekend drills. This fraction ranged from one sixth of senior officers (O4+) to one third of E1-E4 Reservists. USMCR and ARNG members were more likely than members in the other Reserve Components to use military leave or leave of absence to attend drill weekends.

In contrast, 70 percent of Reservists used military leave or a leave of absence to participate in annual training. Military leave or leave of absence from the civilian job was also the most frequent means of allocating time for attending military school. Those in the higher pay grade groups used vacation time for annual training and military schooling more often than did Reservists in the lower pay grade groups, in part because those in the higher pay grade groups were likely to have more vacation time available.

Payment for Reserve duties. Reservists receive military pay for attending weekend drills and annual training. Civilian employers are required to give Reservists time off to meet these military obligations, but are not required to pay them for these activities. Although almost one half of all Reservists attended weekend drills on nonworkdays, only about one in seven Reservists received any pay from their civilian employer for time spent on weekend drills. In comparison to members of the other Components, members of the USCGR were most likely to receive some compensation from their civilian employer for time spent on weekend drills.

Except for Reservists in pay grade group E1-E4, the majority received at least some compensation from their civilian employer for participating in annual training. Of those employers who provided some compensation, more than two thirds accorded Reservists full civilian pay during their 2-week annual training period. USMCR and ARNG members were least likely to receive any compensation from their civilian employers for time spent in annual training.

Table of Contents

<u>Chapter</u>		<u>Page</u>
1 Introduction and Background		1
Background on the Reserve Component Forces		2
Description of Each Reserve Component		2
Description of Reserve Status Categories		3
The 1992 <i>Reserve Components Surveys</i>		4
Questionnaire Design		5
Sample Design.....		6
Survey Administration		8
Data Processing and Weighting		8
Descriptive Reports.....		9
Special Topic Report on Military and Civilian Occupations of Reservists.....		10
2 Participation in Reserve Activities		13
Participation in Regular Reserve Activities.....		13
Participation in Other Reserve Service.....		17
Chapter Summary.....		23
3 Military Occupations of Reserve Personnel		25
Enlisted and Officer Occupations		25
Primary Military Occupational Specialty		28
Comparison of Primary Occupation with Duty Occupation.....		32
Time Spent Working in Primary Occupational Specialty.....		37
Comparison of Reserve Primary Occupational Specialty With Active-Duty Primary Occupational Specialty.....		42
Chapter Summary.....		45
4 Civilian Employment of Reserve Personnel		49
Civilian Work and School Status.....		49
Work Hours.....		53
Civilian Occupations.....		57
Employers: Sector and Industry		63
Sector Results.....		64
Industry Results.....		66
Chapter Summary.....		71

<u>Chapter</u>		<u>Page</u>
5 Relationship of Reservists' Military and Civilian Jobs.....		73
Comparison of Reservists' Military and Civilian Jobs		73
Perceived Similarity Between Civilian and Military Jobs		73
Comparison of Military and Civilian Occupations Using Occupation Codes.....		76
Management of Reserve Service and Civilian Jobs.....		82
Civilian Employers' Attitudes Toward Reserve Service		82
Problems for Civilian Employers Caused by Reserve Service		84
"Opportunity Costs" of Reserve Service.....		90
Time Off From Civilian Jobs for Reserve Duties		92
Payment for Reserve Duties		96
Chapter Summary.....		100
References		103
Appendix A – Questionnaires.....		105
1992 Reserve Components Survey of Officers		
1992 Reserve Components Survey of Enlisted Personnel		
1992 Reserve Components Survey of Spouses		
Appendix B – Generalized Variance Function Estimate Tables		167
Appendix C – U.S. Department of Defense Service-Wide Occupations and Codes.....		187
Appendix D – Bureau of the Census Civilian Industry and Occupational Groupings.....		249
Appendix E – Comparison of Reservists' Civilian Occupation with Reservists' Military Occupation.....		273

Tables

Table

1-1	Sample Group Summary	7
2-1	Percentage of Reservists Who Participated in Reserve Activities During 1991	14
2-2	Percentage of Reservists Who Attended Drill Weekends During 1991 by Pay Grade Group and Reserve Component	14
2-3	Percentage of Reservists Who Attended Annual Training During 1991 by Pay Grade Group and Reserve Component	15

<u>Table</u>		<u>Page</u>
2-4	Percentage of Reserve Personnel Mobilized During Operation Desert Shield/ Desert Storm	16
2-5	Average Length of 1991 Annual Training by Pay Grade Group and Reserve Component	17
2-6	Percentage of Respondents Who Served on Active Duty for School Training by Pay Grade Group and Reserve Component	18
2-7	Percentage of Respondents Who Served on Active Duty Other Than for Training by Pay Grade Group and Reserve Component	19
2-8	Percentage of Respondents Who Did Reserve Work at Home or on Their Civilian Job by Pay Grade Group and Reserve Component.....	20
2-9	Average Number of Extra Paid Workdays in Addition to Regular Drill and Annual Training During 1991 by Pay Grade Group and Reserve Component.....	21
2-10	Average Number of Unpaid Hours Spent at Drill Location During an Average Month in 1991 by Pay Grade Group and Reserve Component.....	22
3-1	Distribution of Enlisted Reservists Across Occupations by Pay Grade Group	28
3-2	Distribution of Enlisted Reservists Across Occupational Areas by Reserve Component	29
3-3	Distribution of Reserve Officers Across Occupational Areas by Pay Grade Group.....	30
3-4	Distribution of Reserve Officers Across Occupational Areas by Reserve Component	31
3-5	Distribution of Primary and Duty Occupations for Enlisted Reservists	32
3-6	Match Rates for Enlisted Occupations by Pay Grade Group.....	33
3-7	Match Rates for Enlisted Occupations by Reserve Component	34
3-8	Distribution of Primary and Duty Occupations for Reserve Officers.....	35
3-9	Match Rates for Officer Occupations by Reserve Component.....	36
3-10	Percentage of Reserve Officers Whose Primary and Duty Occupation Matched Across Occupational Area by Pay Grade Group	37
3-11	Distribution of 1991 Reserve Time Spent Working in Primary Military Occupational Specialty by Pay Grade Group	38

<u>Table</u>		<u>Page</u>
3-12	Distribution of 1991 Reserve Time Spent Working in Primary Military Occupational Specialty by Reserve Component.....	39
3-13	Percentage of Enlisted Personnel Who Spent 50 Percent or More Reserve Time Working in Their Primary Military Occupational Specialty by Occupational Area	40
3-14	Percentage of Reserve Officers Who Spent 50 Percent or More Reserve Time Working in Their Primary Military Occupational Specialty by Occupational Area	41
3-15	Percentage of Reservists Who Had Same Primary Military Occupational Specialty While on Active Duty by Pay Grade Group and Reserve Component	43
3-16	Percentage of Enlisted Reservists Who Had Same Primary Occupation While on Active Duty by Occupational Area	44
3-17	Percentage of Reserve Officers Who Had Same Primary Occupation While on Active Duty by Occupational Area	45
4-1	Overall Civilian Work and School Status of Reservists	50
4-2	Civilian Work and School Status by Pay Grade Group	51
4-3	Civilian Work and School Status by Reserve Component	52
4-4	Number of Hours Employed Reservists Worked Per Week	53
4-5	Number of Hours Employed Reservists Worked Per Week by Pay Grade Group.....	54
4-6	Number of Hours Employed Reservists Worked Per Week by Reserve Component	55
4-7	Number of Weeks Employed Reservists Worked More Than 40 Hours Per Week	56
4-8	Number of Weeks Employed Reservists Worked More Than 40 Hours Per Week by Pay Grade Group	56
4-9	Number of Weeks Employed Reservists Worked More Than 40 Hours Per Week by Reserve Component.....	57
4-10	Occupational Distribution for Employed Reservists and the Employed U.S. Civilian Population	59

<u>Table</u>		<u>Page</u>
4-11	Distribution of Employed Reservists Across Civilian Occupational Groups by Pay Grade Group.....	61
4-12	Distribution of Employed Reservists Across Civilian Occupational Groups by Reserve Component	62
4-13	Civilian Labor Market Sector Breakdown of Employed Reservists.....	64
4-14	Employed Reservists in Each Civilian Labor Market Sector by Pay Grade Group.....	65
4-15	Employed Reservists in Each Civilian Labor Market Sector by Reserve Component	66
4-16	Distribution of Employed Reservists and Civilians Across Civilian Industries.....	68
4-17	Distribution of Employed Reservists Across Civilian Industries by Pay Grade Group.....	69
4-18	Distribution of Employed Reservists Across Civilian Industries by Reserve Component	70
5-1	Percentage of Reservists Who Had No Civilian Job or Were Reserve Military Technicians by Pay Grade Group and Component.....	74
5-2	Distribution of Similarity Between Reservists' Civilian Jobs and Their Reserve Duties by Pay Grade Group and Component	75
5-3	Enlisted Reservists' Military Occupations by 1991 Civilian Occupations.....	77
5-4	Reserve Officers' Military Occupations by 1991 Civilian Occupations	78
5-5	Enlisted Reservists' 1991 Civilian Occupations by Military Occupations.....	79
5-6	Reserve Officers' 1991 Civilian Occupations by Military Occupations	80
5-7	Civilian Supervisors' Overall Attitudes Toward Participation in the Reserve by Pay Grade Group and Reserve Component.....	83
5-8	Extent to Which Reserve Activities Cause Problems for Reservists' Civilian Employers	84
5-9	Extent to Which Absence for Drill Weekends Was a Problem for Reservists' Civilian Employers by Pay Grade Group and Reserve Component	86
5-10	Extent to Which Absence for Annual Training Was a Problem for Reservists' Civilian Employers by Pay Grade Group and Reserve Component	87

<u>Table</u>		<u>Page</u>
5-11	Extent to Which Absence for Extra Reserve Time Was a Problem for Reservists' Civilian Employers by Pay Grade Group and Component	88
5-12	Extent to Which Time Spent at Civilian Work on Reserve Business Was a Problem for Reservists' Civilian Employers by Pay Grade Group and Component	89
5-13	Lost Opportunity for Overtime or Extra Pay by Pay Grade Group and Reserve Component	91
5-14	How Reservists Got Time Off From Their Civilian Jobs for Weekend Drills by Pay Grade Group.....	92
5-15	How Reservists Got Time Off From Their Civilian Jobs for Weekend Drills by Reserve Component	93
5-16	How Reservists Got Time Off From Their Civilian Jobs for Annual Training by Pay Grade Group.....	94
5-17	How Reservists Got Time Off From Their Civilian Jobs for Annual Training by Reserve Component	94
5-18	How Reservists Got Time Off From Their Civilian Jobs for Military Schooling by Pay Grade Group.....	95
5-19	How Reservists Got Time Off From Their Civilian Jobs for Military Schooling by Reserve Component	96
5-20	How Reservists Were Paid for Required Drills by Pay Grade Group	97
5-21	How Reservists Were Paid for Required Drills by Reserve Component.....	98
5-22	How Reservists Were Paid for Annual Training by Pay Grade Group	99
5-23	How Reservists Were Paid for Annual Training by Reserve Component.....	100

MILITARY AND CIVILIAN OCCUPATIONS OF RESERVISTS: A REPORT FROM THE 1992 RESERVE COMPONENTS SURVEYS

1. Introduction and Background

The traditional role of the Reserve Components has been primarily to provide support to the Active Components, mainly through the operations of its combat-support and combat-service-support units. Reserve units were, in effect, "held in Reserve" (Binkin & Kaufmann, 1989) to augment and expand Active units. However, the All-Volunteer Armed Force began rebuilding the Reserves in 1973, and the Department of Defense (DoD) implemented its Total Force policy in 1970. Since then, the Reserve Components' roles have changed and are continuing to change. As part of the Total Force, Reserve units fill out the structure of Active units and, in many cases, deploy as augmentees serving side by side with members of Active units (Moskos, 1990). In response to recent global events, Reserve units have had to adopt the overall military posture of flexible response to both foreign and domestic events (Binkin & Kaufmann, 1989; Segal, 1993). Reserve units have been called upon to respond to increasingly difficult and demanding assignments, ranging from educating foreign populaces in democratic principles to peacekeeping in the midst of warring parties. In recent years, Reserve troops have participated in operations in Grenada, Panama, Somalia, Haiti, Rwanda, the Sinai, and Bosnia. Moreover, Reservists played a critical role in Operation Desert Shield/Desert Storm. On the home front, they have been called to duty in support of the Federal Emergency Management Agency for the California earthquake, Mississippi River floods, hurricanes along the Southeast coast, Northwest forest fires, and various state civil emergencies.

Reservists play an important, but often overlooked, role as the face of the military to the general public (Walker, 1992). Some commentators (e.g., Walker, 1992) have argued that Reservists are deeply embedded in their local communities, due to historical factors of service and modern recruiting and retention policy, and are most appropriately regarded as civilian, home-town military members. As citizen-soldiers, Reservists often serve as opinion leaders on military policy and advise young people on the benefits and costs of a military career. Reservists' opinions about their profession are important because they influence the public's perception of the military as a career path for young people.

For Reserve units to respond effectively to such a wide array of operational demands, readiness is critical. Quality and frequency of training, quality and availability of equipment, and personnel strength are the primary determinants of unit readiness; but other issues (e.g., quality of life) also affect readiness (Perry, 1996). The satisfaction and morale of Reservists are affected by factors that include amount of compensation and benefits, impact of Reserve service on civilian jobs and family life, quality of unit leadership, downsizing of the Reserves, and perceptions about skill development and its relation to Reservists' civilian jobs. The attitudes of the Reservist's family toward military service also influence the member's morale and future military plans.

The series of surveys on which this report is based was established, in part, by DoD to assess such issues on a periodic basis. The *1992 Reserve Components Survey of Officers*, the *1992 Reserve Components Survey of Enlisted Personnel*, and the *1992 Reserve Components Survey of Spouses* tapped

the attitudes and opinions of Reservists and their spouses on a broad range of issues related to quality of life. This report discusses occupational issues of Reservists in their military and civilian lives.

Background on the Reserve Component Forces

The DoD Total Force policy brought the Active and Reserve Forces into an integrated U.S. military force. The five Active Components are the U.S. Army, U.S. Navy, U.S. Marine Corps, U.S. Air Force, and U.S. Coast Guard. The Reserve Force consists of seven Services: Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Naval Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), U.S. Air Force Reserve (USAFR), and U.S. Coast Guard Reserve (USCGR).

Description of Each Reserve Component

All seven Reserve Components were included in the survey. The Reserve Components are distinct with regard to history, structure, roles and missions, and demographic compositions. A description of each of the Reserve Components is provided to establish a context for information and findings described in this report.

ARNG. The ARNG is the largest Reserve Component, comprising more than one third of the Selected Reserve. The ARNG has both a federal and a state mission. The federal mission is to maintain properly trained and equipped units for prompt mobilization during a war, national emergency, or as otherwise needed. The state mission is to provide trained and disciplined forces for domestic emergencies or as otherwise directed by state law. The ARNG has served in every armed conflict since the beginning of the nation and has provided strong domestic support for national disasters, the environment, law enforcement, and community needs. The ARNG is composed of a land force of combat, combat-support, and combat-service-support units. It holds the longest military tradition among the Reserve Components, basing its history on the first permanent militia regiment organized in 1636.

USAR. The USAR, the second largest Reserve Component, has a mission to provide trained units and qualified individuals who are available for active duty in the Army during a war or national emergency and at other such times as national security requires. The USAR began in 1908 with the establishment of the Medical Reserve Corps. The USAR is composed primarily of combat-support and combat-service-support units that support the Active Component. Many of the USAR's support functions are unique: This Reserve Component supports the Total Army with functions such as training divisions, enemy POW brigades, and rail battalions. Relative to other Reserve Components, the USAR has a high proportion of officers (about one fifth of its members).

USNR. The USNR mission is to provide trained units and qualified personnel available for active duty in time of war or national emergency and at such other times as the national security requires. Traditionally, the USNR has focused on meeting global threats under short notice. Early in the 1800s, the first naval militias were established by the states. The first naval battalion within the state militia was established by Massachusetts in 1888. In 1915, Congress formally established the federal Naval Reserve. The modern USNR is composed of ship-based units, shore and support forces, aircraft squadrons, and augmentation units providing professional support services such as intelligence, medical, and legal services. The USNR also has a relatively high proportion of officers (about 20%).

USMCR. The mission of the USMCR is to augment and reinforce its Active counterpart by providing qualified units and individuals to augment Active commands in time of war or other national emergency. The USMCR also reinforces the Active Component through replacement or provision of special operational capabilities not available in Active units. It is a small component, with the largest proportion of junior enlisted members (more than two thirds of its members) among the Reserve Components.

ANG. Like the ARNG, the ANG has both a federal and a state mission. The federal mission is to maintain properly trained and equipped units that are available for prompt mobilization during a war, national emergency, or as otherwise needed. The state mission is to provide trained and disciplined forces for domestic emergencies or as otherwise directed by state law. The ANG grew out of the ARNG's interest in the developing field of aviation, specifically through ballooning, in the early 1900s. It was established formally in 1947. Today, the ANG functions as part of the first line of defense, with a community-based force that is responsive to federal, state, and local authorities.

USAFR. The USAFR supports the U.S. Air Force mission to defend the United States through control and exploitation of air and space. It provides global reach and global power to America and functions as a force held in reserve for possible war or contingency operations. The USAFR grew out of the movement toward air power early in this century and directly out of the Army Air Corps in World War II. The USAFR was created in 1948, 1 year after the U.S. Air Force was formally established. The USAFR now performs some U.S. Air Force missions in their entirety (such as weather reconnaissance and aerial spraying), supports and augments the U.S. Air Force flying mission, and provides mission support. The USAFR has a relatively high proportion of officers, nearly one in five members.

USCGR. The smallest of the Reserve Components is the USCGR, comprising less than 1 percent of the Selected Reserve. The USCGR is unique in its dual-reporting structure. It operates under the Department of Transportation in peacetime and under DoD in times of war or national emergency. The military mission of the USCGR is to provide trained personnel for active duty in times of war and national emergency or when Active Components require additional personnel. In addition to its national defense role, the USCGR has major national security peacetime roles: maritime safety, maritime law enforcement, and marine environmental protection. The USCGR was formed in 1939 as a civilian auxiliary to assist the U.S. Coast Guard. In 1941, it was established as a separate military Reserve Component.

In 1992, the Reserve Component was approximately 60 percent as large as the Active Component. Between 1989 (the year of peak strength) and 1995, Total Military was reduced by about 25 percent, from 3.3 million to 2.5 million. The Reserve Forces were reduced by about 19 percent (from 1.2 million to 950,000), but the percentage of Reserve members in the Total Force increased from 35 to 38 percent.¹

Description of Reserve Status Categories

Reserve Components are composed of members with different service statuses. The major categories are:

- Ready Reserve, which has three constituent groups:

¹ Figures supplied by Office of the Assistant Secretary of Defense for Reserve Affairs.

Selected Reserve: Individuals assigned to troop program units (TPUs), the individual mobilization augmentation (IMA) program, and the Active/Guard Reserve (AGR) program

Individual Ready Reserve: Pretrained individuals who have already served in Active Component units or in the Selected Reserve and have a military obligation remaining

Inactive National Guard: Members of the ARNG who are in an inactive status

- Standby Reserve: Inactive Reservists who maintain some affiliation with the military
- Retired Reserve: Reservists who are retired from service

The 1992 *Reserve Components Surveys* of officers and enlisted personnel and their spouses was administered to a scientific sample of Selected Reserve members and their spouses. This report details both differences in attitudes and opinions among the respondents and differences in how Reservists are affected by issues such as pay, job status, hours of work, and the relationship between military and civilian jobs. The different statuses of Selected Reserve members also imply somewhat different experiences as Reservists. These different circumstances of service may also contribute to differences in perceptions about the experience of being a Reservist. The different statuses for Selected Reserve are described below. All but AGR members, who did not participate in the 1992 *Reserve Components Surveys*, are covered in this report:

Part-time unit members: This is the largest category of Reserve personnel. Part-time unit members operate in either operational units within the Reserve Component or in augmentation units for the Active Component. Upon mobilization, these units are subsumed into the Active Component. Part-time unit members are required to participate 1 weekend per month and for 2 full weeks of annual training. All Reserve Components contain part-time unit members.

Military technicians: These full-time Reservists also support Reserve units or provide support in the Selected Reserve. These individuals are federal civilian employees who provide the units with administrative, training, and maintenance support. Military technicians must maintain their status as Reserve unit members, serving in a Reserve unit for weekend drills and annual training. ARNG, USAR, ANG, USAFR, and USCGR use military technicians.

Individual mobilization augmentees (IMAs): These Reservists are trained individuals who are assigned to an Active Component, the Selected Service System, or the Federal Emergency Management Agency in support of a mobilization. IMAs also train part-time with an Active Component unit. Most IMAs participate in 24 drill periods each year, but some participate only in annual training. USAR, USNR, USMCR, and USAFR use IMAs.

AGR: AGRs serve on active duty with a Reserve or National Guard unit to organize, administer, recruit, instruct, or train in Reserve units. Some individual AGR personnel also are assigned to headquarters and support functions of both Active and Reserve Components. All Reserve Components except USCGR use full-time support personnel.

The 1992 Reserve Components Surveys

Since 1971, DoD has conducted periodic surveys of active-duty military members and their spouses. In 1986, DoD added the first large-scale survey of Reserve Component members and spouses. The 1992 *Reserve Components Surveys*, which continued this program of research, is the largest study to

survey the characteristics, attitudes, and opinions of Reserve Component military members and their spouses. It is especially valuable in that it was administered to personnel in all military services. Thus, statistically projectable estimates can be produced for the Reserves as a whole and for each Component.

Questionnaire Design

Like their predecessors, the *1992 Reserve Components Surveys* were designed to provide timely policy-sensitive information about the military life cycle. The 1992 survey instruments were constructed around a core of questions similar to those used in previous surveys of Active and Reserve DoD personnel. The questionnaires focused on attitudes, experiences, and demographic characteristics of members and spouses. The questions examined a wide range of military personnel issues, including the impact of military policies on the family, the individual, and the individual's career intent; factors affecting readiness; and differences in attitudes, experiences, and intent among different subpopulations. The *1992 Reserve Components Surveys* added contemporary topics that included Operation Desert Shield/Desert Storm experiences, the effects of downsizing, compensation, dual-military families, military single parents, and family well-being.

Officers and enlisted personnel were surveyed with separate instruments: the *1992 Reserve Components Survey of Officers* and the *1992 Reserve Components Survey of Enlisted Personnel*, respectively. Although the two instruments differed mainly in terminology, some items were specific to only officers or enlisted personnel. A survey instrument was also developed for spouses of Reserve members; it was called the *1992 Reserve Components Survey of Spouses*. This instrument covered many of the same content areas explored in the officer and enlisted personnel surveys, but from the spouse's perspective. Items specific to Reserve spouses were also included. The 1992 surveys also contained a subset of questions asked of members in the 1986 surveys, thereby allowing a cross-sectional comparison of member responses across time.

The questionnaire design team included representatives from the Office of the Assistant Secretary of Defense for Reserve Affairs and from the Defense Manpower Data Center (DMDC). After the general content of the questionnaires was determined, DMDC prepared draft questionnaires that were similar to the *1986 Reserve Components Surveys*. The questionnaires were reviewed by the design team and then pretested with military members and spouses. The questionnaires are included as Appendix A.

Reserve members. The *1992 Reserve Components Survey of Officers* and the *1992 Reserve Components Survey of Enlisted Personnel* questionnaires each consisted of eight sections.

Location: Current residence and month of completion of the survey

Military Background: Reserve Component, length of service, promotion expectations, service history within the Reserve and Active Components, and activation for Operation Desert Shield/Desert Storm

Military Plans: Reservists' military obligations, plans to remain in the military and reasons for this decision, concerns about downsizing, family readiness, and family problems related to mobilization

Military Training, Benefits, and Programs: Military occupation; attendance at weekend drill and annual training; hours of Reserve duty; Reserve pay; health and dental insurance; Reserve benefits (e.g., commissary, exchange, and educational benefits); assessments of unit training, equipment, supervision, and morale; perceived likelihood of future mobilizations; and plans for reporting for duty

Individual and Family Characteristics: Basic demographics (e.g., age, racial/ethnic background, education, marital status, and characteristics of spouses and family members); spouse's attitude toward Reserve service; child care plans during mobilization; and perceived mobilization problems

Civilian Work: Type of work performed by the Reservist in his/her civilian job, amount of pay, attitude of the civilian employer toward Guard/Reserve service, and spouse's employment

Family Resources: Family income and household expenses

Military Life: Reservists' attitudes toward and satisfaction with the military

Reserve spouses. In the 1992 *Reserve Components Survey of Spouses*, an introductory section directed unmarried Reservists to return the survey without completing it and instructed spouses who were also Reservists to complete the survey from their perspectives as Reserve spouses.² Following this introductory section, the questionnaire contained five substantive sections.

Family Military Experience: Spouse's military history, member's military history, and spouse's perception of the member's plans to remain in the Guard/Reserve

Your Background and Family: Basic demographics (e.g., gender, age, race/ethnic background, education, marital history, and family composition) and child care arrangements and costs

Family Work Experience: Spouse's labor force status and earnings, conflicts between the spouse's job and the member's job, and effect of the member's Reserve participation on household income

Guard/Reserve Programs: Commissary and exchange use, familiarity with and participation in Reserve programs and activities for family members, spouse volunteer activity, medical and dental insurance coverage, problems caused by member participation, sources of social support in the event of mobilization, and financial effects of Operation Desert Shield/Desert Storm

Family Concerns: Use of community/civilian social services, spouse's perception of member's motivation for Reserve participation, and spouse's attitude toward member's participation

Sample Design

Reserve members. The sample for the 1992 *Reserve Components Survey of Officers* and the 1992 *Reserve Components Survey of Enlisted Personnel* was a stratified random sample of Reserve Components members who were on the Reserve Components Common Personnel Data System (RCCPDS) as of December 1991 and October 1992 (see Rizzo, Morganstein, Nieva, & Perry, 1994, for details of the sampling design). The sample was drawn using the December 1991 RCCPDS and updated with current addresses and pay grades in March 1992.

² It was possible for a Reservist to complete both a member survey and a spouse survey.

The sample consisted of 76,783 members and was divided into four mutually exclusive groups. The first group, the longitudinal sample group, included Reservists selected in the 1986 *Reserve Components Surveys* who were still in the Reserves as of December 1991. The second group included IMAs from the USAR, USAFR, USNR, and USMCR.³ The third group included military technicians from the ARNG, USAR, and ANG.⁴ The fourth group included unit members who were Reservists attending weekend drills with Reserve units from each military Component.

The 1992 longitudinal group was a sampling stratum with no further classification (i.e., the sample was not divided into substrata). The other three sampling groups were further divided into strata using cross-classifications formed by Reserve Component, military personnel category (officers vs. enlisted personnel), and gender. For example, one distinct sampling stratum was female IMA officers in the USAR. A simple random sample was taken within each sampling stratum. The sampling rates (i.e., ratio of the sample size to the population size) differed across strata in order to equalize the variances.

Table 1-1 describes the four primary sample groups and includes the December 1991 population size, the overall sampling rate, the sample size, and the number of sampled Reservists in each stratum who were eligible. The eligibility rate is the ratio of eligible sampled Reservists to the sample size. The number of eligible sampled Reservists who returned questionnaires is also shown for each group. The response rate is the ratio of responding Reservists to eligible sampled Reservists.

Table 1-1
Sample Group Summary

	December 1991 Population	Sampling Rate	Sample Size	Eligible Count	Eligibility Rate	Respondent Count	Response Rate
1986 longitudinal sample	50,849	0.20	10,000	9,427	0.94	5,336	0.57
IMAs	27,966	0.18	5,087	4,887	0.96	3,003	0.61
Military technicians	48,379	0.13	6,117	6,007	0.98	4,099	0.68
Unit members	857,745	0.06	55,579	51,758	0.93	23,631	0.46
All Reservists	984,939	0.08	76,783	72,079	0.94	36,069	0.50

Reserve spouses. The sample frame for the 1992 *Reserve Components Survey of Spouses* consisted of all spouses of Reserve members selected to participate in the 1992 *Reserve Components Surveys* of officers and enlisted personnel. The number of spouses in each of the four subsamples was thus determined by the number of married military members in the subsample. The sample consisted of 76,783 potential spouses (if every sampled member had been married). Actual population counts and sampling rates for the spouse sample are not available.

³ USCGR IMAs were inadvertently excluded from the 1992 sample.

⁴ USAFR military technicians were inadvertently excluded from the 1992 sample and were surveyed in 1994. Documentation and data from the 1994 USAFR military technician survey are available from DMDC.

Survey Administration

Data collection began in early November 1992 and was closed at the end of December 1993 (Questar Data Systems, 1994). The extended data collection period was required due to some difficulty in reaching USNR members.

Advance notification letters were sent to each unit prior to the first survey mailing. The purpose of the letters was to inform unit commanders of the survey and to ensure that unit addresses were up to date. Unit-based survey administrators returned information to DMDC on the marital status of selected Reservists and any address updates.

Because no reliable list of Reserve spouses existed, spouses were identified through the Reserve members selected for the sample. Survey materials addressed, "To the spouse of...", were included in the shipment of member survey materials. Survey materials were shipped to the Reserve unit to which the member was assigned. At the unit, survey administrators checked the marital status and home address of each sample member, corrected them if necessary, and forwarded the spouse survey to the member's home address. The roster with updated information on marital status and address was returned to DMDC for use in follow-up survey mailings for spouses.

Three waves of surveys were administered (November 1992 and March and October 1993). For the majority of the sample, the first-wave member and spouse packets, which totaled 69,220, were sent to Reserve units. Survey packets for Reservists who did not have a unit address (e.g., IMA Reservists) were mailed to their home address. Another 7,563 member packets, with corresponding spouse packets, were mailed to Reservists' homes.

The first wave of surveys was administered during monthly drill exercises. Surveys completed at drill were returned to DMDC by unit survey administrators. Survey packets for Reservists absent from drill were mailed to their homes, along with the spouse surveys.

Second- and third-wave mailings were sent to sampled members who did not respond to the previous waves. These packets were mailed to updated members' or spouses' home addresses, where available. A total of 36,799 Reservist surveys and 24,107 spouse surveys were returned.

Data Processing and Weighting

Following the preparation of the raw data files, data from the member and spouse surveys were edited. Data editing consisted of duplicate and "empty" case deletion, range checks, setting missing values and valid skips, and checking data for consistency (between survey items and between survey items and RCCPDS data). Inconsistent values were flagged, but no survey data were changed. See Westat (1994) for details of data editing.

The remaining records were formed into an analytic dataset for the member and spouse data analyses (see Table 1-1). Analytic data sets were formed containing 36,073 member records and 21,148 spouse records.

The 1992 *Reserve Components Surveys* sample design did not produce a self-weighted sample of Reservists. Consequently, Rizzo et al. (1994) developed weights that differed for the various sample groups in order to obtain unbiased estimates of population statistics (e.g., counts, percentages, and means). Data were weighted to known population totals. For surveys of military members,

administrative records (in this case, RCCPDS records) are usually considered the most accurate source of population totals.

Comparisons between administrative records and survey responses for an individual sometimes reveal differences. These differences are due to a variety of factors, including administrative record error, time lag in updating administrative records, survey response error, or a combination of these factors. Indeed, there are some differences between survey responses and RCCPDS records on the variables used to weight the data (i.e., sex, race/ethnic status, officer/enlisted status, and Reserve Component). Differences between survey responses and RCCPDS records for the weighting variables were 0.2 percent for sex, 7.1 percent for race/ethnic group, 0.1 percent for officer/enlisted status, and 0.6 percent for Reserve Component. A difference was defined as one category response in one source (e.g., male) and a different category response in the other data source (e.g., female), but not a missing or unknown response. RCCPDS information was accepted as the more accurate source of population totals.

The 1992 Reserve Components Surveys had three major populations of interest: Reservists, spouses, and couples. Each of these populations was weighted separately. The weighting process for each population was accomplished using a three-stage procedure.

1. Compute base weights. Base weights are the reciprocal of an individual's selection probability. If 1 in 10 female Air Force officers were selected, the base weight for female Air Force officers would be 10.
2. Adjust for nonresponse. Nonresponse adjustments compensate for the fact that not all sampled individuals returned completed interviews. If 1,000 officers were selected for the sample but only 900 returned completed surveys, the nonresponse adjustment would be $1,000/900$ or 1.111. Using both the member and spouse survey data, special nonresponse adjustment was made for the survey question on current marital status.
3. Poststratify to known totals. Poststratification adjusts sample estimates to conform to known population totals. This final stage of survey weighting increases the precision of survey estimates. The number of members was known from the RCCPDS and could be used to poststratify the member sample. Because the number of spouses and the number of couples were unknown, the spouse and couples totals were estimated from the results of the members' survey. Using an iterative process, weights for officers, for example, were further adjusted to meet totals in cross-classifications such as Reserve Component, race/ethnic status, and gender.

Descriptive Reports

A set of four descriptive reports have been developed based on the *1992 Reserve Components Surveys* of officers and enlisted personnel and their spouses.

Reserve Component Members: A Report from the 1992 Reserve Components Surveys - Background characteristics of Reserve members, their military service, and their views on readiness and career issues

Spouses of Reserve Component Members: A Report from the 1992 Reserve Components Surveys - Background characteristics of Reserve members' spouses, their employment and child care situations, and their views on the Reserve service of their spouses

Military and Civilian Occupations of Reservists: A Report from the 1992 Reserve Components Surveys - The relationship between the military and civilian occupations of Reserve members

Financial Issues of Reserve Service: A Report from the 1992 Reserve Components Surveys - The financial benefits and costs of Reserve service on citizen-soldiers and their families

Special Topic Report on Military and Civilian Occupations of Reservists

Organization and chapter contents. This report contains an introductory chapter and four substantive chapters. Chapter 1, Introduction and Background, has stated the intent of the report, described the *1992 Reserve Components Surveys* of officers and enlisted personnel and their spouses, and provided background information on the Reserve Components. Chapter 2, Participation in Reserve Activities, describes attendance at weekend drills and annual training, active-duty service, and extra Reserve service. Chapter 3, Military Occupations of Reserve Personnel, reports on military occupations of Reservists based on two RCCPDS variables: primary military occupational specialty and duty military occupational specialty. Chapter 4, Civilian Employment of Reserve Personnel, describes Reservists' civilian employment based on Census codes; information about civilian jobs, including the particular demands of civilian occupations; and the amount of time spent working. Chapter 5, Relationship of Reservists' Military and Civilian Jobs, examines the relationship between Reservists' military and civilian jobs, civilian employers' attitudes toward Reserve service, and problems for employers and Reservists in meeting military obligations.

Analytic approach. This report relies on two data sources: survey responses and RCCPDS information. Most of the analyses were based on the survey responses of Reserve members. To aid the reader in evaluating survey findings, the specific survey item source and text precede discussion of the survey results. Survey items differed in format and could include skip text, "mark one," or multiple responses. Several survey items also collected the same information in different sections of the survey (e.g., an individual's status as a military technician or attendance at annual training in 1991). Response error across these multiple items contributed to differences in estimates for the same information. When different estimates appear in the report, they are footnoted.

The analyses in this report focus on Reservists' civilian and military occupations. Reservists' written descriptions of their civilian occupations and the industries in which they worked were collected by survey items. Verbatim responses were coded according to the conventions used in the *1990 Census of Population and Housing Alphabetical Index of Industries and Occupations* (U.S. Department of Commerce, Bureau of the Census, 1992). A second data source, RCCPDS, yielded military occupational data, which were matched to survey responses by social security numbers. The military occupations were coded according to the *Occupational Conversion Manual Enlisted/Officer/Civilian* (U.S. Department of Defense, Assistant Secretary of Defense [Force Management and Personnel], 1989).

The data analyses used weighted data, which produce the best estimates of response incidence in the Reserve Component populations (see Rizzo et al., 1994, for details of the weighting approach). Emphasis is placed on descriptive findings, which are typically based on percentages of groups or subgroups who hold a certain characteristic or report a certain attitude. For some survey items, measures of central tendency such as means are used to summarize responses. All tables presenting survey estimates note any subgroups that were excluded from the calculations.

Results are generally presented for the Reserves as a whole, pay grade groups, and Reserve Components. These subgroups reflect important areas of difference in perceptions and attitudes and provide useful comparative information for policy makers.

Pay grade groups in this report follow the conventions used in many military personnel surveys. More specifically, military rank has been grouped into three enlisted pay grade categories (E1-E4, E5-E6, and E7-E9) and two officer pay grade categories [O1-O3 and Warrant Officer 1 (WO1) to Warrant Officer 3 (WO3); and O4 and above (O4+), including Warrant Officer 4 (WO4)]. Tables present pay grade group data in the order just cited. A brief description of each pay grade group⁵ is provided below:

E1-E4s: Junior enlisted are usually younger military members in their first or second enlistment. Most military personnel are in this pay grade group.

E5-E6s: Junior noncommissioned officers (NCOs) are the first level of authority within the enlisted ranks. Junior NCOs exercise leadership roles in small organizational units such as Army platoons and Navy divisions.

E7-E9s: Senior NCOs are career military personnel who are responsible for enlisted members at the largest organizational level.

O1-O3s and WO1-WO3s: O1-O3 includes members who are in entry-level commissioned officer pay grades. WO1-WO3, as distinguished from commissioned officers, are typically highly technical enlisted members who were promoted into this rank group from enlisted pay grade groups. They are accorded many of the benefits of commissioned officers. All Reserve Components except the ANG and the USAFR include warrant officers.

O4+s: Senior officers of pay grades O4-O6 and general officers of O7+ are included in this group, which is generally comprised of career officers who have the highest levels of authority at the largest organizational level. For this analysis, this group also includes WO4s.

Results for the various Reserve Components are generally presented in historical order or sorted high to low data order of survey responses. The historical order used is as follows: ARNG, USAR, USNR, USMCR, ANG, USAFR, and USCGR.

When available, 1992 survey results are compared with characteristics of comparable civilian populations. These comparisons use data from the March 1993 *Current Population Survey*, which reports on household characteristics during calendar year 1992. Comparisons between 1992 and 1986 military and civilian occupations using data from the 1986 *Reserve Components Surveys* were not feasible because of changes in the structure of both the civilian occupation and military occupation coding schemes between the two time periods.

Statistical significance. In this report, statements are made about the differences between or among groups or about the relationships between or among variables. Such statements about differences and relationships have all been tested for statistical significance at the $p=.05$ level.

Statistical significance for differences between percentages was determined using the generalized variance function (GVF) approach. This approach, as distinguished from the use of standard errors for

⁵ Although there are differences in Reserve Component characteristics among officer and enlisted pay grades, (e.g., length of service, level of authority, and, in some cases, level of responsibility), the groups represent generally common experiences.

each point estimate, used model-based approximations of actual estimates of standard errors. Generalized standard errors were modeled for particular subgroups using a representative group of survey questions. For more information about the GVF approach, the reader may refer to the *Standard Error Computation Report for the 1992 DoD Reserve Components Surveys* (Rizzo & Nixon, 1995).

During data analysis, tables of GVFs produced for the analytic subgroups in each report were used to determine the statistical significance of findings. The tables provide analysts with a practical reference for determining the smallest statistically significant difference between population subgroups. Appendix B contains GVF tables with confidence intervals for single estimates and for subgroup comparisons.

The discussion of findings focuses on general patterns of results, rather than on each instance of statistically significant differences or relationships. With a sample the size of the *1992 Reserve Components Surveys* of officers and enlisted personnel and their spouses, even small differences in estimates will be statistically significant. The focus of the analysis more usefully becomes the examination of meaningful patterns across results.

2. Participation in Reserve Activities

Reservists maintain their military readiness by attending regular training, either with a Reserve unit, or as IMA adjuncts to an Active Component unit. Reserve units typically drill 1 weekend per month, and IMAs more often work on an as-needed basis. In addition to weekend drills, Reservists normally attend annual training lasting 2 weeks per year. Annual training is more intensive than weekend drills and characteristically takes place during the summer months.

This chapter discusses Reservists' reports of their 1991 involvement in Reserve activities such as attending drill and annual training and performing other activities. Information is presented for the Reserve overall, by pay grade group, by Reserve Component, and by officer and enlisted occupations.

Participation in Regular Reserve Activities

The 1992 *Reserve Components Surveys* of officers and enlisted personnel and their spouses measured participation in required drill weekends, annual training, and other Reserve activities by Question 35.

***In calendar year 1991, which of the following did you participate in/perform?
Mark all that apply.***

- ***Drill weekends***
- ***Annual Training/ACDUTRA***
- ***Active duty (other than for training)***
- ***Active duty for school training***
- ***Guard/Reserve⁶ work at my home or on my civilian job***

Table 2-1 shows the percentage of Reservists who attended or participated in these activities during 1991. More than 9 in 10 of all Reservists (94%) reported attending drill weekends during 1991. Annual training was attended by a somewhat smaller proportion of Reservists (78%). Reservists participated less often in an active-duty capacity other than for training (26%), served less often in an active-duty capacity to attend school (20%), or performed extra Reserve work at home or on their civilian jobs (16%). Except for drill weekends, proportionally more officers than enlisted personnel participated in each of these Reserve activities.

⁶ Guard/Reserve is used in this context throughout the report to reflect the exact wording of the survey questions. Otherwise, Reserve is used collectively to refer to both groups.

Table 2-1
Percentage of Reservists Who Participated in Reserve Activities During 1991

Reserve Activities	All Enlisted	All Officers	Total
	Percent	Percent	Percent
Drill weekends	95	91	94
Annual training	77	85	78
Active duty (other than for training)	23	38	26
Active duty for school training	18	26	20
Guard/Reserve work at home or on civilian job	12	38	16

Note. Results do not sum to 100 percent because respondents could indicate participation in more than one activity.

Source. Question 35

Attendance at drill weekends. Drill weekends were widely attended by roughly equal proportions of members from all pay grade groups (see Table 2-2) except O4+s who had a substantially lower drill attendance rate (88%). Attendance at drill was high across Reserve Components, with over 90 percent of Reservists from each attending drill weekends during 1991. Attendance at drill was highest among the ANG and the USCGR (97% each) and lowest among the USAR (91%).

Table 2-2
Percentage of Reservists Who Attended Drill Weekends During 1991 by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Percent
Pay Grade Group	
All Enlisted	95
E1-E4	93
E5-E6	96
E7-E9	95
All Officers	91
O1-O3	94
O4+	88
Reserve Components	
ARNG	96
USAR	91
USNR	95
USMCR	94
ANG	97
USAFR	93
USCGR	97
Total	94

Source. Question 35

Attendance at annual training. Although 78 percent of Reservists attended annual training during 1991, there was considerable variation in attendance by both pay grade group and Reserve Component (see Table 2-3). E1-E4 Reservists were considerably less likely than Reservists in the other pay grade groups to attend annual training in 1991. Several circumstances explain lower attendance at annual training among this pay grade group. For example, nearly 75 percent of E1-E4 Reservists had no prior military service (see Perry, Hintze, Mackin, & Weltin, 1997, Chapter 3). These nonprior-service Reservists are required to attend basic training or advanced individual training to enter the Reserves. Completion of basic or advanced individual training may satisfy their annual training obligation, and, therefore, these Reservists would not attend annual training. Another factor is that because E1-E4s join the Reserves at disproportionately higher rates than other pay grade groups, many E1-E4 Reservists may have started their Reserve service after their unit had already gone to annual training.

Table 2-3
Percentage of Reservists Who Attended Annual Training During 1991 by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Percent
Pay Grade Group	
All Enlisted	77
E1-E4	68
E5-E6	82
E7-E9	88
All Officers	85
O1-O3	83
O4+	88
Reserve Components	
ARNG	79
USAR	72
USNR	84
USMCR	56
ANG	86
USAFR	85
USCGR	70
Total	78

Source. Question 35

Comparisons among the Reserve Components showed large variations in annual training attendance. ANG and USAFR members had the highest percentage of annual training attendance (86% and 85%, respectively). USMCR members were the least likely (56%) to have attended annual training. The lower level of USMCR members' attendance at annual training is probably explained by mobilization for Operation Desert Shield/Desert Storm.

Mobilization During Operation Desert Shield/Desert Storm. Question 17 asked Reservists if they were mobilized during Operation Desert Shield/Desert Storm.

Were you mobilized/activated/called-up as a Reservist during Operation Desert Shield/Desert Storm? Mark all that apply.

Response options were:

- **No.**
- **Yes, deployed to Persian Gulf area**
- **Yes, deployed to other overseas location**
- **Yes, deployed in the United States**
- **Yes, stayed in my local community**

Relative to the other Reserve Components, vastly larger proportions of USMCR members were mobilized (see Table 2-4). Over 60 percent of USMCR officers and enlisted members indicated that they had been deployed in support of Operation Desert Shield/Desert Storm. Participation in Operation Desert Shield/Desert Storm presumably fulfilled their annual training obligation for 1991.

Table 2-4
Percentage of Reserve Personnel Mobilized During Operation Desert Shield/Desert Storm

Pay Grade Status	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR
	Percent						
All enlisted	17	28	16	62	19	37	20
All officers	14	27	18	63	25	42	24

Note. Includes all deployment locations.

Source. Question 17

Length of 1991 annual training. The 1992 *Reserve Components Surveys* of officers and enlisted personnel and their spouses included the following question (Question 36) to respondents who had indicated that they had attended annual training.

In 1991, how many days of Annual Training/ACDUTRA did you attend? Do not include school unless used to satisfy your Annual Training/ACDUTRA requirement.

In response to this question, more than 8 in 10 (82%) Reservists reported that they spent 1 or more days at annual training during 1991. Other questions from the 1992 *Reserve Components Surveys* also asked Reservists to indicate whether they attended drill weekends or annual training during 1991. Survey data showed that Reservists did not respond consistently across these questions. In response to Question 35, 78 percent of Reservists reported attending annual training. The source of reported data is indicated as a note to each table presented.

The average length of annual training reported by Reservists was 17.5 days (see Table 2-5). For enlisted personnel and Reserve officers, the amount of time spent at annual training tended to increase as pay grade group rose, although the differences were slight. Table 2-5 also shows that the Reserve

Components varied in their length of annual training. USMCR members averaged more time (21 days) at annual training than Reservists averaged overall.

Table 2-5

Average Length of 1991 Annual Training by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Average Number of Days at Annual Training
Pay Grade Group	
All Enlisted	17.4
E1-E4	16.7
E5-E6	17.6
E7-E9	18.7
All Officers	17.8
O1-O3	17.6
O4+	18.0
Reserve Components	
ARNG	17.2
USAR	17.2
USNR	16.1
USMCR	21.1
ANG	19.2
USAFR	18.4
USCGR	16.2
Total	17.5

Note. Includes only Reservists who attended at least 1 day of annual training.

Source. Question 36

Summary. Most Reservists attended annual training (78%) and drill weekends (94%) during 1991. Although a larger proportion of officers than enlisted personnel reported attending annual training (85% vs. 77%), the average number of days spent at annual training was nearly equal among officers and enlisted members (17.8 days and 17.4 days, respectively). Mobilization of Reserve personnel for Operation Desert Shield/Desert Storm probably contributed to substantially smaller proportions of USMCR members (56%) who reported attending annual training during 1991. Attendance at annual training also was low among E1-E4s (68%). Because nearly 75 percent of E1-E4s had no prior service, members of this pay grade group may have missed annual training as a result of attending basic training or advanced individual training to enter the Reserves.

Participation in Other Reserve Service

As was shown in Table 2-1, Reservists occasionally participated in Reserve-related activities other than just their regular weekend drill and annual training obligations. Participation in active-duty service, performing Reserve work at home or while on their civilian job, and serving additional paid and unpaid workdays are examined in this section.

Active duty for school training. Reservists serve on active duty to attend military school with the goal of advancing their proficiency in a particular military occupational specialty or meeting professional military education requirements (i.e., advanced officer training or noncommissioned officer leadership training to qualify for promotion). Depending on the nature of the training or education, Reservists may attend an Active Component school, a civilian school, or special training provided by the Reserve Components.

During 1991, 20 percent of all Reservists served on active duty for school training. Reserve officers had higher participation rates than did enlisted members, 26 percent compared with 18 percent (see Table 2-6). There was virtually no difference among enlisted pay grade groups. Among officers, more of the O1-O3s (31%) served on active duty for school training, compared with officers of higher rank (20%).

The percentage of Reservists who served on active duty for schooling was relatively consistent among the Reserve Components, with the exception of the USNR and the USCGR. Participation rates for these two Reserve Components were roughly one half of the rate of the others—around 10 percent compared with approximately 20 percent. Reserve Component differences may have been reflective of varying emphasis on providing educational opportunities for members.

Table 2-6
Percentage of Respondents Who Served on Active Duty for School Training by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Percent
Pay Grade Group	
All Enlisted	18
E1-E4	18
E5-E6	18
E7-E9	19
All Officers	26
O1-O3	31
O4+	20
Reserve Components	
ARNG	22
USAR	22
USNR	9
USMCR	18
ANG	19
USAFR	20
USCGR	11
Total	20

Source. Question 35

Active-duty service (other than for training). Reservists may also serve on active duty to meet Total Force manpower requirements, that is, to fill a position in an Active unit or to perform special projects. They may voluntarily request a tour on active duty and, in some circumstances, may be placed on active duty involuntarily for failing to meet service or training requirements.

Table 2-7 shows that 26 percent of Reservists reported serving on active duty in 1991 for reasons other than training. Officers were more likely than enlisted members to have done so (38% vs. 23%, respectively). For both enlisted members and officers, participation in active duty rose as pay grade group increased.

Table 2-7
Percentage of Respondents Who Served on Active Duty Other Than for Training by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Percent
Pay Grade Group	
All Enlisted	23
E1-E4	18
E5-E6	25
E7-E9	35
All Officers	38
O1-O3	32
O4+	43
Reserve Components	
ARNG	20
USAR	27
USNR	18
USMCR	39
ANG	31
USAFR	41
USCGR	26
Total	26

Source. Question 35

There were differences in participation rates across the various Reserve Components. USAFR and USMCR members were the most likely to serve on active duty for reasons other than training (41% and 39%, respectively). USNR and ARNG members were least likely to serve in this capacity (18% and 20%, respectively). This active-duty service probably reflects higher rates of mobilization for the USAFR and the USMCR during Operation Desert Shield/Desert Storm.

Reserve work at home or on civilian job. Table 2-8 shows that Reserve responsibilities spilled over into time at home or on a civilian job for 16 percent of the members. As pay grade group increased, Reservists were more likely to do Reserve work at home or on their civilian job. Substantially larger proportions of Reserve officers (38%) than enlisted members (12%) reported doing so. Officers often serve in critical leadership positions that demand greater time commitments. The positive link between extra Reserve time and pay grade group was also found within the enlisted and officer pay grade groups.

There was considerable variability across Reserve Components on this variable. Doing Reserve work outside the military setting was most common among the USCGR and the USNR (22% and 21%, respectively) and least common among the USMCR (7%).

Table 2-8
Percentage of Respondents Who Did Reserve Work at Home or on Their Civilian Job by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Percent
Pay Grade Group	
All Enlisted	12
E1-E4	6
E5-E6	13
E7-E9	27
All Officers	38
O1-O3	36
O4+	39
Reserve Components	
ARNG	16
USAR	17
USNR	21
USMCR	7
ANG	14
USAFR	13
USCGR	22
Total	16

Source. Question 35

Extra paid workdays. Reservists are sometimes paid to work for time served in addition to their regular drill days and annual training. Paid workdays are voluntary and are greatly valued as a source of income by Reservists. Information on the number of extra paid workdays served by Reservists was collected in the survey by Question 38.

In calendar year 1991, how many paid "Workdays" in addition to any regular drill days and Annual Training/ACDUTRA did you serve?

Overall, 41 percent of all Reservists reported being paid for 1 or more extra workdays during 1991. On average, Reservists were paid for 47 extra workdays, the equivalent of over 9 regular workweeks (see Table 2-9). On average, enlisted personnel were paid for more extra workdays (48.7 days) than were Reserve officers (40.8 days). As enlisted pay grade group increased, the number of paid workdays decreased. E1-E4s served an average of 53.3 extra workdays, compared with 49.3 days for E5-E6s and 38.4 days for E7-E9s. The average number of extra paid workdays for Reserve officers was nearly the same (about 41 days) for both pay grade groups.

Table 2-9

Average Number of Extra Paid Workdays in Addition to Regular Drill and Annual Training During 1991 by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Average Number of Extra Paid Workdays
Pay Grade Group	
All Enlisted	48.7
E1-E4	53.3
E5-E6	49.3
E7-E9	38.4
All Officers	
O1-O3	40.5
O4+	41.1
Reserve Components	
ARNG	43.6
USAR	44.5
USNR	49.3
USMCR	83.8
ANG	46.2
USAFR	52.7
USCGR	49.5
Total	47.0

Note. Includes only Reservists who worked at least 1 extra paid workday.

Source. Question 38

The various Reserve Components differed considerably in the reported number of extra paid workdays, ranging from an average of 43.6 days for ARNG members to 83.8 days for USMCR members. The unusually high average for USMCR members was most likely related to the high rate of USMCR deployment for Operation Desert Shield/Desert Storm. Reservists who deployed to support Operation Desert Shield/Desert Storm received pay for a substantially greater number of days than did nondeployed Reservists. Furthermore, the USMCR had a high proportion of junior enlisted, a group that also reported the highest number of extra paid workdays.

Unpaid Reserve time. Reservists were also asked to indicate the number of unpaid hours they spent at their drill location in an average month during 1991. Question 39 read:

In an average month in 1991, how many unpaid hours did you spend at your drill location (place of regular duty)?

More than one third of all Reservists (36%) reported working 1 or more unpaid hours at their drill location in an average month during 1991. As shown in Table 2-10, this subgroup of Reservists who reported working unpaid hours at their drill location averaged 19.5 unpaid hours per month. Enlisted members and Reserve officers averaged nearly the same number of unpaid hours at their drill location (19.7 hours and 19.2 hours, respectively).

There was considerable variation among Reserve Components. The average number of unpaid hours ranged from as few as 13.7 for USNR members to as many as 22 hours for USAR and USMCR members.

Table 2-10
Average Number of Unpaid Hours Spent at Drill Location During an Average Month in 1991 by Pay Grade Group and Reserve Component

Pay grade Group and Reserve Component	Average Number of Unpaid Hours
Pay Grade Group	
All Enlisted	19.7
E1-E4	20.6
E5-E6	18.0
E7-E9	21.9
All Officers	19.2
O1-O3	20.2
O4+	18.2
Reserve Components	
ARNG	20.4
USAR	22.4
USNR	13.7
USMCR	22.1
ANG	16.5
USAFR	16.3
USCGR	16.6
Total	19.5

Note. Includes only Reservists who worked at least 1 unpaid hour.

Source. Question 39

Summary. One in five Reservists (20%) served on active duty for schooling in 1991, with slightly more officers than enlisted members (26% vs. 18%) participating. Serving on active duty for schooling was lowest among the USNR and the USCGR (9% and 11%, respectively). Overall, 26 percent of Reservists reported serving on active duty other than for training. Again, larger proportions of officers than enlisted personnel reported doing so (38% vs. 23%). Compared with serving on active duty, fewer members reported doing Reserve work at home or on their civilian job (16%). However, as pay grade group increased, Reservists were more likely to do Reserve work at home or on their civilian job.

Reservists were paid for an average of 47 extra workdays in addition to their regular drill and annual training during 1991. They also spent an average of 19.5 hours per month at their drill location. Enlisted members averaged more extra paid workdays than did officers (48.7 days vs. 40.8 days), but both groups spent about the same amount of unpaid time at their drill location each month (19.7 hours and 19.2 hours, respectively). There was considerable variability by Reserve Component in the number of extra paid workdays and number of unpaid hours spent at the drill location. USMCR members, however, reported an average of nearly 84 extra paid workdays (83.8) in 1991, almost twice the overall average.

Chapter Summary

This chapter discussed Reservists' reports about their participation in regular Reserve activities (weekend drills and annual training) and extra Reserve duties. Reservists also reported time spent on Reserve duties outside of these formal duties.

Attendance at regular Reserve activities. Nearly all Reservists reported attending weekend drills, with slightly higher attendance among enlisted personnel than among officers. Reserve Components showed variability in drill weekend attendance, with highest attendance reported by the USCGR, the ANG, and the ARNG.

Over three fourths of all Reservists reported attendance at annual training, with more officers in attendance than enlisted personnel. Participation in annual training rose along pay grade group. On average, Reservists reported attending about 17 days of annual training. Although there were no differences between officers and enlisted Reservists in their reports of annual training duration, there were differences across Reserve Components. USMCR members averaged less time at annual training compared with all Reservists. The low level of annual training attendance for USMCR members is most likely explained by their high level of mobilization during Operation Desert Shield/Desert Storm.

Active-duty service. In addition to their regular weekend and annual obligations, Reservist may serve on active duty for additional schooling or training, or for other reasons (e.g., special projects or to fill a position in an Active unit). About one fifth of all Reservists served on active duty to attend military school, with more officers than enlisted personnel engaged in this activity. USNR and USCGR members were least likely to serve in this capacity, perhaps reflecting a difference in command priorities on extra education.

About one fourth of all Reservists served on active duty for reasons other than schooling. More officers engaged in this activity than did enlisted personnel. Active-duty service for nonschool-related reasons was positively related to pay grade group for both enlisted personnel and officers. Among the Reserve Components, USAFR and USMCR members were most likely to serve on active duty for nonschool-related reasons.

Extra time spent on Reserve work. In addition to their regular Reserve time, members were asked about the time they spent on Reserve work at home or on their civilian jobs. Overall, less than one fifth of all Reservists needed to do so, with activity rates rising with pay grade group. Compared with Reservists as a whole, USNR and USCGR members were more likely to spend additional home or work time doing Reserve duties, and USMCR members were less likely to do so.

Reservists also reported on the unpaid time they spent at their drill locations. About one third of all Reservists reported working at their regular drill location on an unpaid basis, which averaged nearly 20 hours a month. USNR and USAFR members were less likely and USMCR and USAR members were more likely to have spent unpaid time at drill locations.

Overall, 40 percent of all Reservists were paid for working extra days, averaging 47 extra paid days, or over 9 regular workweeks. The number of paid workdays appeared to be related to rank. Compared to officers, enlisted personnel were paid for more workdays. Among enlisted personnel, the lowest pay grade group (E1-E4) had the highest number of paid workdays. USMCR members were paid for the most extra workdays, probably in relation to their high levels of deployment for Operation Desert Shield/Desert Storm and their pay grade group composition.

3. Military Occupations of Reserve Personnel

This chapter describes the military occupations held by Reservists as indicated by their primary military occupational specialties. Reservists have Service-specific primary military occupational specialties that have different labels (e.g., MOS [military occupational specialty], Designator, Rating, and Air Force Specialty Code [AFSC]) in the different Reserve Components. These primary military specialties are the occupations for which Reservists received formal military training or schooling when they entered the military in a Reserve or Active capacity. Reservists also have designators for their current duty assignments. The latter specialties will be referred to as duty military occupational specialties, which are based on specific job requirements in the Reserve unit.

In analyzing the military occupations of Reserve personnel, the primary military occupational specialty distributions of Reservists are compared with their duty military occupational specialty distributions. The occupational data used in these analyses were taken from DoD occupation codes contained in RCCPDS. This chapter also presents survey data about Reserve occupations based on the amount of time Reservists spent working in their primary military occupational specialties and whether (or not) they maintained their prior active-duty occupations when they moved to Reserve status. Results are presented for the Reserves as a whole, for pay grade groups, for the individual Reserve Components, and for enlisted and officer occupations.

Enlisted and Officer Occupations

Both primary military occupational specialty and duty military occupational specialty are coded according to DoD's *Occupational Conversion Manual Enlisted/Officer/Civilian* (U.S. Department of Defense, Office of the Assistant Secretary of Defense [Force Management and Personnel], 1989). That manual consolidates Service-specific codes into an overall coding system. Occupations for officers and enlisted personnel are categorized separately. The system consists of more than 400 unique three-digit occupation codes. The first digit represents the occupational *area*. The second represents the occupational *group*, and the third represents the occupational *subgroup*. The following example illustrates the component elements of DoD-wide code 331, the occupation of an enlisted Army dental laboratory specialist.

<u>DoD Occupation Code</u>	<u>Description</u>
3xx	Health care specialists (occupational <i>area</i>)
33x	Dental care (occupational <i>group</i>)
331	Dental laboratory (occupational <i>subgroup</i>)

This report discusses analyses using occupational areas. Appendix C lists the DoD-wide occupational categories at the three-digit level and presents distributions of Reservists' occupations at this level. There are 10 major occupational areas for enlisted personnel and 9 areas for Reserve officers. The occupational areas and descriptions are included in the following lists.

Enlisted Occupational Areas and Descriptions

<u>Occupational Area</u>	<u>Description</u>
0. Infantry, gun crews, and seamanship specialists	Includes individual weapons and crew-served artillery, armor and amphibious crewman, and specialists in combat engineering and seamanship
1. Electronic equipment repairers	Includes maintenance and repair of electronic and allied equipment; for instance, radio, radar, navigation, weapons, and computers
2. Communications and intelligence specialists	Includes the operation and monitoring of radio, radar, sonar and allied communications, and intelligence consoles. This area also includes occupations involving the gathering and interpretation of photographic, electronic, and documentary intelligence.
3. Health care specialists	Includes patient care and treatment and ancillary medical support; area includes any technical and related medical and dental services, administration, and logistics
4. Other technical and allied specialists	Includes technical and professional occupations not elsewhere classified; job skills include photography, cartography, meteorology, ordnance disposal, laboratory analysis, and music
5. Functional support and administration	Includes general administration, clerical and personnel specialists; also includes administrative specialists in data processing, information, and related areas, and functional support specialists in areas such as supply, transportation, and flight operations
6. Electrical/mechanical equipment repairers	Includes specialists in the maintenance and repair of electrical, hydraulic, and pneumatic equipment
7. Craftsmen	Includes the formation, fabrication, and installation of structures and components, the installation and maintenance of utilities, and related trades and crafts
8. Service and supply handlers	Includes personnel involved in protective and personal services and nonclerical personnel involved in warehousing, food handling, and motor transportation
9. Non-occupational	Includes patients and prisoners, students and trainees, and other enlisted and civilian personnel and designators of a non-occupational nature

Officer Occupational Areas and Descriptions

<u>Occupational Area</u>	<u>Description</u>
1. General officers and executives, N.E.C. (not elsewhere classified)	Includes all officers of General/Flag rank and all commanders, directors, and planners not elsewhere classified
2. Tactical operations officers	Includes pilots, air crews, and combat arms and operations staff officers
3. Intelligence officers	Includes strategic, general, and communications intelligence officers, and counterintelligence officers
4. Engineering and maintenance officers	Includes design, development, production, and maintenance engineering officers
5. Scientists and professionals	Includes physical, biological, and social scientists not involved with health care (see Group 6), as well as other professionals such as lawyers and chaplains
6. Health care officers	Includes physicians, dentists, nurses, veterinarians, biomedical sciences and allied health officers, and health services administration officers
7. Administrators	Includes general and specialized administration and management officers
8. Supply, procurement, and allied officers	Includes officers in supply, procurement, and production, transportation, food service, and related logistics activities not elsewhere classified
9. Non-occupational	Includes patients, students, trainees, and other officers who for various reasons are not occupationally qualified

Primary Military Occupational Specialty

Enlisted occupations. Table 3-1 presents the distribution of enlisted primary military occupations for all enlisted Reservists and for enlisted Reservists by pay grade groups. The enlisted occupations with the largest populations were infantry, gun crews, and seamanship specialists (22%); functional support and administration (19%); electrical/mechanical equipment repairers (18%); and service and supply handlers (11%).

Altogether, these four occupations accounted for 70 percent of the enlisted Reservists. The least populous occupations were electronic equipment repairers (4%), other technical and allied specialists (3%), and the non-occupational group (2%). The latter group included Reservists with unassigned or unknown occupations or Reservists who were patients or students. The occupational distributions were generally similar across the three enlisted pay grade groups.

Table 3-1
Distribution of Enlisted Reservists Across Occupations by Pay Grade Group

Enlisted Occupational Area	Pay Grade Group			Total
	E1-E4	E5-E6	E7-E9	
	Percent	Percent	Percent	
Infantry, gun crews, and seamanship specialists	25	18	25	22
Functional support and administration	17	20	25	19
Electrical/mechanical equipment repairers	16	20	15	18
Service and supply handlers	12	11	9	11
Craftsmen	7	8	7	8
Health care specialists	8	7	5	7
Communications and intelligence specialists	7	7	6	7
Electronic equipment repairers	3	5	5	4
Other technical and allied specialists	2	4	3	3
Non-occupational	3	1	0	2
Total	100	101	100	101

Note. The non-occupational group includes patients, students, those with unassigned duties, and unknowns. Percentages do not sum to 100 due to rounding.

Source. RCCPDS

Table 3-2 presents enlisted occupations by Reserve Components. There are notable differences in occupational structure by Component. The USCGR was the most distinct in that all of its members were in the infantry, gun crews, and seamanship occupation. The next highest concentrations of Reservist personnel in this combat-related occupation were found among the USMCR (38%) and the ARNG (30%). In contrast, the ANG and the USAFR had relatively low percentages of Reservists in this military-oriented occupational area (7% and 9%, respectively).

These differences in concentration can be explained by the missions of the various Components. The USMCR and the ARNG have wider combat missions than do the USAFR and the ANG. In contrast, ANG and USAFR enlisted personnel are relatively more likely to be found in combat-support occupations because pilots are officers. The largest occupations in the ANG and the USAFR were functional support and administration (21% and 27%, respectively) and electrical/mechanical repairers (27% and 24%, respectively).

Table 3-2
Distribution of Enlisted Reservists Across Occupational Areas by Reserve Component

Enlisted Occupational Area	Reserve Component							Total
	ARNG Percent	USAR Percent	USNR Percent	USMCR Percent	ANG Percent	USAFR Percent	USCGR Percent	
Infantry, gun crews, and seamanship specialists	30	20	13	38	7	9	100	22
Functional support and administration	13	26	20	10	21	27	0	19
Electrical/mechanical equipment repairers	18	12	20	13	27	24	0	18
Service and supply handlers	13	14	3	18	8	7	0	11
Craftsmen	5	6	16	3	12	11	0	8
Health care specialists	5	11	8	0	4	11	0	7
Communications and intelligence specialists	8	7	8	8	3	4	0	7
Electronic equipment repairers	3	1	8	4	13	5	0	4
Other technical and allied specialists	3	3	2	2	5	4	0	3
Non-occupational	3	1	1	5	1	1	0	2
Total	101	101	99	101	101	103	100	101

Note. All USCGR members were placed in the infantry, gun crews, and seamanship specialists occupational area. The non-occupational group includes patients, students, those with unassigned duties, and unknowns. Percentages do not sum to 100 due to rounding.

Source. RCCPDS

Officer occupations. Table 3-3 shows the distribution of Reservists across officer occupations. One third of Reserve officers were in tactical operations, by far the largest officer occupational group. This finding parallels that found for enlisted Reservists. More specifically, for both officer and enlisted Reservists, the largest primary occupation was that which was most directly combat related. Large proportions of officers were also found in health care (20%), engineering and maintenance (13%), administration (10%), and supply and procurement (10%).

Overall, these five occupations accounted for 86 percent of the Reserve officers. There were relatively few officers trained in the fields of intelligence (6%), scientists and professionals (6%), the non-occupational group (2%), and general officers and executives (1%). In total, only 15 percent of Reserve officers had one of these four occupations. Similar to the pattern observed for the enlisted Reservists, occupational distributions did not differ by pay grade groups.

Table 3-3
Distribution of Reserve Officers Across Occupational Areas by Pay Grade Group

Officer Occupational Area	Pay Grade Group		Total Percent
	O1-O3	O4+	
	Percent	Percent	
Tactical operations officers	34	33	33
Health care officers	19	21	20
Engineering and maintenance officers	13	12	13
Administrators	10	10	10
Supply, procurement, and allied officers	10	9	10
Intelligence officer	7	6	6
Scientists and professionals	4	8	6
Non-occupational	3	0	2
General officers and executives	0	1	1
Total	100	100	101

Note. USCGR officers are excluded from this table because the DoD occupation was missing for this Reserve Component.
 The non-occupational group includes patients, students, those with unassigned duties, and unknowns. Percentages do not sum to 100 due to rounding.

Source. RCCPDS

Although officer occupations were similarly distributed across pay grade groups, there were some differences by Reserve Component (see Table 3-4). Compared with the other Reserve Components, the USMCR and the ARNG had higher proportions of officers (each at 48%) in tactical operations, the occupation that was most combat oriented. This pattern parallels the results for enlisted personnel, again for reasons related to the combat mission of these two Reserve Components. Other occupational areas whose concentrations differed substantially across Components were health care, administrators, and intelligence. In comparison with other Reserve Components, USAR members had higher concentrations of health care personnel (32%), and the USMCR (0%) and the ARNG (9%) had lower proportions of health care personnel. Relative to the other Components, USNR and USAFR officers had higher concentrations of intelligence officers (15% and 10%, respectively). In contrast, the ARNG and the ANG had substantially smaller proportions (2% each) of officers in intelligence occupations.

Table 3-4
Distribution of Reserve Officers Across Occupational Areas by Reserve Component

Officer Occupational Area	Reserve Component						Total Percent
	ARNG Percent	USAR Percent	USNR Percent	USMCR Percent	ANG Percent	USAFR Percent	
Tactical operations officers	48	23	35	48	36	25	33
Health care officers	9	32	16	0	14	19	20
Engineering and maintenance	13	10	13	11	16	17	13
Administrators	9	11	9	8	17	9	10
Supply, procurement, and allied officers	10	11	7	13	8	13	10
Intelligence officers	2	5	15	6	2	10	6
Scientists and professionals	4	8	5	4	5	6	6
Non-occupational	6	0	1	5	1	0	2
General officers and executives	1	0	0	5	2	0	1
Total	102	100	101	100	101	99	101

Note. USCGR officers are excluded from this table because the DoD occupation was missing for this Reserve Component. The non-occupational group includes patients, students, those with unassigned duties, and unknowns. Percentages do not sum to 100 due to rounding.

Source. RCCPDS

The one occupational area common to both enlisted personnel and Reserve officer classification systems was health care. Officers were much more likely than were enlisted members to work in the health care field (20% and 7%, respectively). This difference can be explained by several factors. Medical unit structures typically have a high officer content (e.g., all military physicians and registered nurses are officers). Also, enlisted personnel in health care occupations are often classified in other occupational areas.

Summary. The majority of enlisted Reservists (59%) were trained as infantry, gun crews, and seamanship specialists; functional support and administration; and electrical/mechanical equipment repairers. USCGR, USMCR, and ARNG enlisted members were most often trained as infantry, gun crews, and seamanship specialists. One third (33%) of Reserve officers were trained in tactical operations or in health care (20%). The largest proportion of tactical operations officers were found among the USMCR and the ARNG (48% each), and the highest proportion of health care officers were found in the USAR (32%).

Comparison of Primary Occupation with Duty Occupation

The previous section of this chapter described Reservists' primary military occupational specialties. This section compares Reservists' primary occupations with duty occupations for enlisted personnel and for officers. The match between primary occupation and duty occupation is one indicator that Reservists are actually serving in the occupation for which they were trained. Primary and duty occupation data presented in this section were obtained from RCCPDS for those Reservists who responded to the survey.

This match is influenced by unit requirements and individual situations. Unit manpower requirements may force individuals to perform jobs outside of their occupational specialty. Also, Reservists may fill slots outside of their primary occupational specialty because their occupation may not exist in their local unit. Thus, Reservists may be allowed to serve in jobs for which they have particular preferences, even if they were not formally trained in that specialty.

Enlisted occupations. As shown in Table 3-5, the distributions of primary and duty occupations for enlisted Reservists were virtually identical. Their primary and duty occupations were most often infantry, gun crews, and seamanship specialists; functional support and administration; electrical/mechanical equipment repairers; and service and supply handlers. These findings were consistent with the overall distribution of primary occupational areas.

Table 3-5
Distribution of Primary and Duty Occupations for Enlisted Reservists

Enlisted Occupational Area	Primary Occupation	Duty Occupation	Primary and Duty Occupation Match
	Percent	Percent	Percent
Infantry, gun crews, and seamanship specialists	22	25	90
Functional support and administration	19	19	89
Electrical/mechanical equipment repairers	18	17	88
Service and supply handlers	11	11	88
Craftsmen	8	7	87
Health care specialists	7	7	90
Communications and intelligence specialists	7	7	87
Electronic equipment repairers	4	4	84
Other technical and allied specialists	3	3	90
Non-occupational	2	0	6
Total/Overall	101	100	87

Note. Data are presented in descending proportional order within primary occupation. The non-occupational group includes patients, students, those with unassigned duties, and unknowns. Percentages do not sum to 100 due to rounding.

Source. RCCPDS

The last column in Table 3-5 shows the percentages of enlisted Reservists whose primary and duty occupations were identical. The percentage match between primary and duty occupation was calculated by dividing the number of primary and duty occupation matches (within occupational area) by the number of Reservists in that primary occupation. For example, assume that a total of 100 Reservists had a primary occupation of craftsmen. Further, assume that 90 of these 100 craftsmen also had a craftsmen duty occupation. The match rate would be 90 percent (90 primary and duty occupation matches divided by 100 Reservists with a craftsmen primary occupation). Overall, a very high proportion (87%) of all enlisted Reservists held the same primary and duty occupations. The match rate was 84 percent or higher for every enlisted occupational area except the non-occupational group. The infantry, other technical specialists, and health care occupations had the highest match rates (90% each). Other than the non-occupational group, the lowest match rate was found among electronic equipment repairers (84%).

Table 3-6 presents match rates between primary and duty occupations for Reservists in the different pay grade groups. Match rates within occupations were generally not affected by pay grade group, although there were slight variations by pay grade group in some occupational areas (e.g., infantry, gun crews, and seamanship specialists; electrical/mechanical equipment repairers; service and supply handlers; and electronic equipment repairers).

Table 3-6
Match Rates for Enlisted Occupations by Pay Grade Group

Enlisted Occupational Area	Pay Grade Group			Total Percent
	E1-E4 Percent	E5-E6 Percent	E7-E9 Percent	
Infantry, gun crews, and seamanship specialists	92	90	86	90
Health care specialists	90	91	91	90
Other technical and allied specialists	90	90	88	90
Functional support and administration	88	89	89	89
Electrical/mechanical equipment repairers	85	91	86	88
Service and supply handlers	87	90	85	88
Craftsmen	87	88	85	87
Communications and intelligence specialists	85	88	85	87
Electronic equipment repairers	82	85	87	84
Non-occupational	4	12	19	6
Overall Percentage Match	86	89	87	87

Note. The non-occupational group includes patients, students, those with unassigned duties, and unknowns.

Source. RCCPDS

The match rates for enlisted occupations by Reserve Component are shown in Table 3-7. Except for the USNR which had the lowest overall percentage match (75%), overall percentage match rates were consistent among Reserve Components. Match rates for occupations across Reserve Components varied considerably, especially for the USNR. For example, the overall match rate for service and supply handlers was 87 percent, but it was 44 percent for USNR enlisted members. USNR match rates were also low compared with the overall percentage match for health care specialists (64% vs. 90%), electrical/mechanical equipment repairers (63% vs. 88%), other technical and allied specialists (76% vs. 90%), and functional support and administration (79% vs. 89%).

Table 3-7
Match Rates for Enlisted Occupations by Reserve Component

Enlisted Occupational Area	Reserve Component							Total Percent
	ARNG Percent	USAR Percent	USNR Percent	USMCR Percent	ANG Percent	USAFR Percent	USCGR Percent	
Infantry, gun crews, and seamanship specialists	90	85	92	98	93	91	100	90
Health care specialists	95	94	64	99	93	97	--	90
Other technical and allied specialists	89	91	76	99	95	91	--	90
Functional support and administration	89	88	79	87	93	96	--	89
Electrical/mechanical equipment repairmen	94	88	63	91	94	94	--	88
Craftsmen	94	88	79	80	91	88	--	88
Service and supply handlers	93	84	44	91	88	82	--	87
Communications and intelligence specialists	88	85	84	92	91	88	--	87
Electronic equipment repairmen	88	76	75	96	91	82	--	84
Non-occupational	1	26	0	0	60	0	--	6
Overall Percentage Match	89	87	75	88	92	92	100	87

Note. All USCGR members were placed in the infantry, gun crews, and seamanship specialists occupational area. The non-occupational group includes patients, students, those with unassigned duties, and unknowns.

Source. RCCPDS

Officer occupations. Table 3-8 shows a high level of similarity in the distributions of officers' primary and duty occupations. The match rate between primary and duty occupations among officers was 78 percent, lower than the match rate found among enlisted personnel. The match rates were understandably highest in the health care (97%), general officers and executives (91%), and scientists and professionals (91%) occupational areas.

Table 3-8
Distribution of Primary and Duty Occupations for Reserve Officers

Officer Occupational Area	Primary Occupation	Duty Occupation	Primary and Duty Occupation Match
	Percent	Percent	Percent
Tactical operations officers	33	27	72
Health care officers	20	20	97
Engineering and maintenance officers	13	14	76
Administrators	10	10	68
Supply, procurement, and allied officers	10	11	78
Intelligence officers	6	6	84
Scientists and professionals	6	7	91
Non-occupational	2	5	5
General officers and executives	1	1	91
Total/Overall	101	101	78

Note. Data are presented in descending proportional order within primary occupation. The non-occupational group includes patients, students, those with unassigned duties, and unknowns. Percentages do not sum to 100 due to rounding.

Source. RCCPDS

The match rates for officer occupations by Reserve Component are shown in Table 3-9. The overall match rates for the ANG (94%) and the USAFR (94%) were relatively high in comparison to the rates for the other Components and to the overall match rate (78%). In contrast, the overall match rates for the USNR (68%) and the USMCR (65%) were much lower. Reserve officers trained as administrators had the lowest percentage match overall (68%), and this match rate was particularly low for the USNR (37%). Relative to the other Components, the match rate among tactical operations officers was low for both the USNR (45%) and the USAR (51%). Among Reserve officers classified as intelligence officers, the ARNG had the lowest percentage match (65%).

Table 3-9
Match Rates for Officer Occupations by Reserve Component

Officer Occupational Area	Reserve Component						Total Percent
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
	Percent	Percent	Percent	Percent	Percent	Percent	
Health care officers	92	97	95	0	100	100	97
Scientists and professionals	98	87	96	73	100	90	91
General officers and executives	100	100	87	50	100	100	91
Intelligence officers	65	75	85	82	97	98	84
Supply, procurement, and allied officers	76	72	85	74	86	93	78
Engineering and maintenance officers	77	58	81	60	95	89	76
Tactical operations officers	87	51	45	70	93	96	72
Administrators	76	60	37	56	91	85	68
Non-occupational	4	0	0	12	100	0	5
Overall Percentage Match	79	74	68	65	94	94	78

Note. USCGR officers are excluded from this table because the DoD occupation was missing for this Reserve Component.

The non-occupational group includes patients, students, those with unassigned duties, and unknowns.

Source. RCCPDS

Table 3-10 presents match rates for officer pay grade groups. Unlike the results obtained for enlisted personnel, officer pay grade groups differed in the match rate between primary and duty occupations. Senior Reserve officers (O4+s) were less likely than junior officers (O1-O3s) to have matching primary and duty occupations (76% vs. 81%). This difference was consistent across most occupations, with the exception of general officers and executives (92% vs. 76%) and the non-occupational group (16% vs. 4%).

Table 3-10
Percentage of Reserve Officers Whose Primary and Duty Occupation Matched Across Occupational Area by Pay Grade Group

Officer Occupational Area	Pay Grade Group		Total Percent
	O1-O3	O4+	
	Percent	Percent	
Health care officers	98	96	97
General officers and executives	76 ¹	92	91
Scientists and professionals	96	89	91
Intelligence officers	84	83	84
Supply, procurement, and allied officers	81	75	78
Engineering and maintenance officers	81	71	76
Tactical operations officers	81	63	72
Administrators	68	67	68
Non-occupational	4	16	5
Overall Percentage Match	81	76	78

Note. Data are presented in descending proportional order within primary occupation. The non-occupational group includes patients, students, those with unassigned duties, and unknowns. ¹Four O1-O3s had a primary occupation of general officer and executive on their RCCPDS records.

Source. RCCPDS

Summary. A comparison of Reservists' primary and duty occupations revealed that the majority of both enlisted personnel (87%) and officers (78%) were working in an occupation for which they were trained. The match rate between primary and duty occupations was more than 80 percent for all but one enlisted occupational area and was highest for infantry, gun crews, and seamanship specialists (90%). The match rate among officer occupations varied more than it did among enlisted occupations and was highest for health care officers (97%).

Time Spent Working in Primary Occupational Specialty

This section examines the extent to which Reservists reported that their Reserve time was spent working in their primary occupation during 1991. In Question 32, the *1992 Reserve Components Surveys* asked:

For all of 1991, what percentage of your Guard/Reserve time was spent working in your Primary Occupational Specialty (MOS/Designator/Rating/AFSC)?

- ***None***
- ***1-24%***
- ***25-49%***
- ***50-74%***
- ***75-99%***
- ***100% (All)***

A number of circumstances could draw Reservists away from work in their primary occupational specialty. As noted earlier, Reservists can have a duty occupation that differs from their primary occupation. Further, they might be assigned to a duty occupation that is identical to their primary occupation, but have different day-to-day tasks because of Reserve unit requirements. Reservists might be attending military school or serving in active-duty special assignment. Moreover, a Reserve unit might be assigned to an operation that takes it out of its primary occupational area. For example, an infantry unit might be mobilized for clean-up in a national disaster or might participate in civil projects throughout the year. These activities, which affect actual unit time spent in a Reserve occupational specialty, will influence the perceptions of unit members about time spent working in their primary military occupational specialty.

Table 3-11 presents the Reservists' reports of time spent in their primary military occupational specialty. More than one fourth of Reservists (27%) reported spending all of their 1991 Reserve time working in their primary occupation. Another 22 percent reported working in their primary occupation between 75 and 99 percent of their Reserve time. This figure accounted for nearly one half of all Reservists who had spent 75 percent or more of their time in their primary occupation. Very few (less than 10% of all Reservists) indicated that none of their 1991 Reserve time was spent working in their primary military occupational specialty.

Table 3-11
Distribution of 1991 Reserve Time Spent Working in Primary Military Occupational Specialty by Pay Grade Group

Percent of 1991 Reserve Time	Pay Grade Group							Total	
	Enlisted Personnel				Officers				
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers		
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
None	12	6	6	9	9	10	10	9	
1-24%	19	13	9	15	10	7	9	14	
25-49%	15	12	9	13	9	7	8	12	
50-74%	17	17	12	17	13	11	12	16	
75-99%	20	24	24	22	22	19	21	22	
100%	17	28	40	25	36	45	40	27	
Total	100	100	100	101	99	99	100	100	
50%+	54	69	76	64	71	75	73	65	

Note. The category 50%+ was created by summing 50-74 percent, 75-99 percent and 100 percent. Percentages do not sum to 100 due to rounding.

Source. Question 32

The results obtained for enlisted Reservists closely resembled those found for all Reservists. Nearly two thirds (64%) of all enlisted members reported working at least one half of their Reserve time in their primary occupation, and 25 percent spent all of their 1991 Reserve time working in their primary occupations. For enlisted members, working in their primary occupations appeared to be related to pay grade group: E7-E9s were more likely than E1-E4s and E5-E6s to spend all of their 1991 Reserve time working in their primary military occupational specialty (40%, 17%, and 28%, respectively).

Among officers, 40 percent spent all of their Reserve time working in their primary occupation, a higher percentage than that observed for all enlisted Reservists. Nearly three quarters (73%) of the Reserve officers spent 50 percent or more of their time working in their primary occupation. The proportion of officers who spent 50 percent or more time working in their primary occupational specialty increased with pay grade group (71% of O1-O3s and 75% of O4s). Nearly one half (45%) of O4+s reported spending all of their 1991 Reserve time working in their primary occupational specialty.

Table 3-12 presents the percentage, by Reserve Component, of time Reservists reported working in their primary occupation during 1991. Substantially larger proportions of ANG and USAFR members (46% and 41%, respectively) reported spending all of their time working in their primary occupation relative to all members combined (27%). The smallest proportion of Reservists who reported spending all of their time working in their primary occupation was found in the USNR (18%) and the USCGR (20%). More than 8 in 10 Reservists in the ANG (85%) and the USAFR (81%) reported spending 50 percent or more time working in their primary occupation in 1991. In contrast, the proportion of Reservists in the other Components was in the 60 percent range, with the exception of the USNR (49%).

Table 3-12
Distribution of 1991 Reserve Time Spent Working in Primary Military Occupational Specialty by Reserve Component

Percent of 1991 Reserve Time	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
None	7	12	15	7	2	4	12	9
1 - 24%	13	16	22	15	6	7	16	14
25 - 49%	13	12	14	14	6	8	11	12
50 - 74%	19	15	15	17	11	15	16	16
75 - 99%	23	20	16	25	28	25	24	22
100%	25	25	18	22	46	41	20	27
Total	100	100	100	100	99	100	99	100
50%+	67	60	49	64	85	81	60	65

Note. The category 50%+ was created by summing 50-74 percent, 75-99 percent and 100 percent. Percentages do not sum to 100 due to rounding.

Source. Question 32

The next two tables show the percentage of Reservists who spent 50 percent or more of their 1991 Reserve time working in their primary occupation. This format (50% or more time) has been used to reduce the large amount of data to a manageable and meaningful structure.

Table 3-13 presents the proportion of enlisted Reservists in each occupational area who spent 50 percent or more of their 1991 Reserve time working in their primary occupation. About two thirds (64%) of all enlisted Reservists reported spending this amount of time in their primary occupation. Other technical and allied specialists and service and supply handlers spent more of their 1991 Reserve time working in their primary occupation (72% and 70%, respectively) than did enlisted Reservists overall. Enlisted health care specialists and craftsmen spent the smallest percentage of their 1991 Reserve working in their primary occupation (55% and 49%, respectively).

These survey (i.e., perception-based) results differed substantially from the RCCPDS (i.e., archival data-based) results previously presented on the match rates between Reservists' primary and duty occupations. The match rates were based on occupation codes maintained in the RCCPDS. Although they may appear to be similar, the survey question and the match rate based on occupation codes measured different constructs.

Table 3-13
Percentage of Enlisted Personnel Who Spent 50 Percent or More Reserve Time Working in Their Primary Military Occupational Specialty by Occupational Area

Enlisted Occupational Area	Pay Grade Group			Total Percent
	E1-E4	E5-E6	E7-E9	
	Percent	Percent	Percent	
Other technical and allied specialists	63	75	83	72
Service and supply handlers	61	77	81	70
Infantry, gun crews, and seamanship specialists	62	72	75	67
Functional support and administration	54	71	80	66
Electrical/mechanical equipment repairers	53	71	77	65
Electronic equipment repairers	46	63	75	60
Communications and intelligence specialists	52	62	71	58
Non-occupational	54	60	49	56
Health care specialists	44	65	63	55
Craftsmen	34	56	67	49
Overall	54	69	76	64

Note. The non-occupational group includes patients, students, those with unassigned duties, and unknowns. Three response categories—50-74 percent, 75-99 percent, and 100 percent—were combined to form a single category of 50 percent or greater.

Source. Question 32, RCCPDS

Table 3-13 also shows the percentages, by pay grade group, of enlisted personnel who reported spending 50 percent or more of their time working in their primary occupation. Pay grade group was positively related to the reported time within their primary occupation. Among E1-E4 personnel, 54 percent reported spending this amount of time within their primary occupation, compared with 69 percent among all E5-E6 and 76 percent among all E7-E9 personnel. This positive relationship between pay grade group and reported time within primary occupation was sustained across every occupational area except non-occupational and health care specialists.

Table 3-14 presents the same type of information for Reserve officers. Overall, nearly three fourths (73%) of Reserve officers reported spending 50 percent or more of their time working in their primary occupation, a substantially higher percentage than that reported by enlisted Reservists. The occupations in which officers reported spending the majority of their time in their primary military occupational specialty were general officers and executives (93%) and scientists and professionals (84%). The occupations that had the lowest percentages on this measure were intelligence (70%) and health care (69%).

Table 3-14
Percentage of Reserve Officers Who Spent 50 Percent or More Reserve Time Working in Their Primary Military Occupational Specialty by Occupational Area

Officer Occupational Area	Pay Grade Group		Total Percent
	O1-O3	O4+	
	Percent	Percent	
General officers and executives	92	93	93
Scientists and professionals	84	85	84
Engineering and maintenance officers	75	79	77
Administrators	72	79	76
Tactical operations officers	75	72	74
Supply, procurement, and allied officers	70	77	73
Non-occupational	70	77	71
Intelligence officers	68	73	70
Health care officers	67	71	69
Overall	71	75	73

Note. The non-occupational group includes patients, students, those with unassigned duties, and unknowns. Three response options—50-74 percent, 75-99 percent, and 100 percent—were combined to form a single category of 50 percent or greater.

Source. Question 32, RCCPDS

The table shows that officers in the O4+ pay grade group were somewhat more likely than were officers in the O1-O3 pay grade group (75% and 71%, respectively) to have spent 50 percent or more of their 1991 Reserve time working in their primary military occupation. This positive relationship between officer pay grade group and reported time in their primary occupation existed in all of the officer occupations except tactical operations officers.

Summary. Almost one half (49%) of all Reservists reported spending at least 75 percent of their Reserve time working in their primary occupation during 1991. Smaller proportions of enlisted personnel (47%) spent this amount of Reserve time working in their primary occupation than did Reserve officers (61%). In the enlisted occupational areas, 72 percent of other technical and allied specialists and 70 percent of service and supply handlers spent 50 percent or more of their Reserve time working in their primary occupation. Among officers, 93 percent of general officers and executives and 84 percent of scientists and professionals spent 50 percent or more of their Reserve time working in their primary occupation.

Comparison of Reserve Primary Occupational Specialty With Active-Duty Primary Occupational Specialty

The previous sections focused on occupations solely within the Reserve environment. In this section, comparisons are made between the Reservists' current primary occupational specialty and the occupational specialty they had while on active duty. Question 33 asked the Reservists:

*Is your current Primary Occupational Specialty (MOS/Designator/Rating/AFSC)
the same one you had while on active duty?*

- ***Does not apply, I do not have prior active-duty service***
- ***Yes***
- ***No***

In response to this question, 61 percent of all Reservists indicated that they had prior active-duty service. About one half (49%) of the Reservists with prior active-duty service indicated that they had the same primary occupational specialty in the Reserves and on their prior active duty (see Table 3-15). Proportionally more Reserve officers (55%) than enlisted Reservists (48%) with prior active-duty service reported that their primary occupational specialty was the same as their occupational specialty on active duty.

Table 3-15

Percentage of Reservists Who Had Same Primary Military Occupational Specialty While on Active Duty by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Percentage of Reservists Who Had Same Primary Military Occupational Specialty
Pay Grade Group	
All Enlisted	48
E1-E4	60
E5-E6	45
E7-E9	37
All Officers	55
O1-O3	48
O4+	59
Reserve Components	
ARNG	41
USAR	49
USNR	65
USMCR	72
ANG	43
USAFR	47
USCGR	53
Total	49

Note. Includes only those Reservists with prior active-duty service.

Source. Question 33

Although in general, proportionally more officers (55%) than enlisted personnel (48%) had the same primary occupation in the Reserves as in their prior active duty, pay grade group within the officer and enlisted ranks was negatively related to the match rate between Reserve and prior active-duty occupations. Among enlisted Reservists, those in the lowest pay grade group (E1-E4) were much more likely than Reservists in the higher pay grade groups (E5-E6 and E7-E9) to have had the same primary occupation while on active duty (60% vs. 45% and 37%, respectively). This negative relationship is explainable by the fact that junior enlisted Reservists served most recently on active duty and were likely to have had the least amount of time and opportunity to acquire a new primary occupation. Senior enlisted Reservists, on the other hand, have had promotional opportunities within the Reserves. They are typically assigned positions requiring a broader, more diverse skills, including leadership and management.

Table 3-15 also shows the percentage, by Reserve Component, of Reservists who held matching occupational areas in the Reserves and prior active duty. Relative to other Reserve Components, members of the USMCR and the USNR had most likely served with the same primary occupation while on active duty (72% and 65%, respectively).

Table 3-16 shows the percentages, by occupational area, of enlisted Reservists who had the same primary military occupational specialty while on active duty. Enlisted Reservists in the health care occupations were most likely to have held the same primary occupation on active duty (64%). Although these Reservists retained their occupational designation from their active duties, the findings reported in the previous section indicated that they did not tend to spend a significant amount of time doing work related to that occupation. Enlisted Reservists who worked as craftsmen and those in the non-occupational group were least likely to have retained their primary occupational specialty from active duty (36% and 27%, respectively).

Table 3-16 also shows pay grade group comparisons among enlisted Reservists within occupation. The negative relationship between pay grade group and retaining the same occupation was sustained across occupational areas.

Table 3-16
Percentage of Enlisted Reservists Who Had Same Primary Occupation While on Active Duty by Occupational Area

Enlisted Occupational Area	Pay Grade Group			Total Percent
	E1-E4	E5-E6	E7-E9	
	Percent	Percent	Percent	
Health care specialists	78	58	52	64
Electrical/mechanical equipment repairers	60	50	48	52
Service and supply handlers	65	45	37	51
Communications and intelligence specialists	60	48	35	49
Electronic equipment repairers	54	48	46	49
Functional support and administration	63	42	30	45
Infantry, gun crews, and seamanship specialists	56	41	34	45
Other technical and allied specialists	58	41	34	44
Craftsmen	45	33	31	36
Non-occupational	32	20	24	27
Total	60	45	37	48

Note. Includes only those Reservists with prior active-duty service. The non-occupational group includes patients, students, those with unassigned duties, and unknowns.

Source. Question 33, RCCPDS

Table 3-17 shows the percentage, by occupational area, of Reserve officers who had the same primary occupation while on active duty. Health care officers were the most likely to have held their primary occupation on active duty (67%), followed by scientists and professionals (62%) and tactical operations officers (60%). General officers and executives and those classified in the non-occupational group were the least likely among Reserve officers to retain their primary occupation after active duty (29% and 20%, respectively).

Table 3-17
Percentage of Reserve Officers Who Had Same Primary Occupation While on Active Duty by Occupational Area

Officer Occupational Area	Pay Grade Group		Total Percent
	O1-O3	O4+	
	Percent	Percent	
Health care officers	56	73	67
Scientists and professionals	53	65	62
Tactical operations officers	53	65	60
Supply, procurement, and allied officers	45	47	46
Engineering and maintenance officers	40	49	45
Intelligence officers	47	40	43
Administrators	36	47	43
General officers and executives	76 ¹	27	29
Non-occupational	22	14	20
Total	48	59	55

Note. Includes only those Reservists with prior active-duty service. The non-occupational group includes patients, students, those with unassigned duties, and unknowns. ¹Four O1-O3s had a primary occupation of general officer and executive on their RCCPDS records.

Source. Question 33, RCCPDS

Table 3-17 also compares officer pay grade groups regarding the extent to which officers retained their active-duty primary occupation. In general, officers in pay grade group O4+ were more likely than officers in the O1-O3 group to work in their active-duty primary occupation (59% and 48%, respectively). This pattern was observed within most occupations, with the exception of intelligence (40% vs. 47%), general officers and executives (27% vs. 76%), and the non-occupational group (14% vs. 22%).

Summary. About one half (49%) of Reservists with prior active-duty service retained their primary military occupational specialty while on active duty. Proportionally more officers than enlisted personnel reported that their current primary occupation was the same one they had while on active duty (55% vs. 48%). Enlisted Reservists in the lowest pay grade group (E1-E4) were much more likely than Reservists in higher pay grade groups (E5-E6 and E7-E9) to have the same primary occupation while on active duty (60% vs. 45% and 37%, respectively). This relationship between pay group and retaining the same occupation was found across all enlisted occupational areas. Officers in pay grade group O1-O3 were not as likely as officers in the O4+ group to retain their primary occupation while on active duty (48% vs. 59%). This relationship was found among most officer occupational areas.

Chapter Summary

Reservists' primary military occupational specialty is the occupation for which they were trained upon entering the military. Duty military occupational specialty is the occupation in which Reservists were actually working at the time of the survey. This chapter examined the distributions of Reservists across primary occupational areas and the match between their primary and duty occupations. The analyses of occupational areas used data obtained from personnel records. In addition, this chapter presented survey responses to questions about the time Reservists spent working in their primary occupations and the extent to which they retained their prior active-duty primary occupations.

Primary military occupation. Enlisted Reservists were most frequently trained in the following occupations: infantry, gun crews, and seamanship specialists; functional support and administration; electrical/mechanical equipment repairers; and craftsmen. Together these occupations accounted for 70 percent of all enlisted Reservists. The distribution of enlisted Reservists across occupations did not differ by pay grade group. However, there were large differences by Reserve Component. Relatively high proportions of USCGR, USMCR, and ARNG personnel were in the most combat-related occupation: infantry, gun crews, and seamanship specialists.

Reserve officers were most often trained as tactical operations officers. Large proportions were also trained in health care, engineering and maintenance, administration, and supply and procurement. Parallel to the findings for enlisted personnel, occupational distributions did not differ by pay grade group, but did differ by Reserve Component. For officers and enlisted Reservists, the largest concentrations of personnel in combat-related occupations were particularly high in the USMCR and the ARNG. Other occupations tended to be clustered in specific Reserve Components related to the Component's mission.

Primary and duty occupations. The extent to which Reservists had matching primary and duty occupations indicates that Reservists were working in the occupational specialty for which they had been formally trained. Overall, 87 percent of enlisted personnel had the same primary and duty occupations, and no differences were found by pay grade group. Match rates ranged from 90 percent among infantry, health care, and other technical specialties to 84 percent among electronic equipment repairers.

Match rates were somewhat lower among officers; 78 percent of Reserve officers had matching primary occupations and duty occupations. Junior officers had higher match rates than did the senior officers, perhaps reflecting the large distance along the career path between initial training and peak career occupation for the senior officers. Match rates differed across occupations, with the highest match rates found among the health care, general officers and executives, and scientists and professionals occupational areas. The lowest match rates were found among tactical operations officers and administrators.

Perceived time spent in primary occupation. Another measure of the extent to which Reservists were working in the areas for which they were trained was the subjective report of time spent in their primary occupation. The pattern of results obtained using this subjective measure generally differed from those obtained using the occupational records. For example, more officers (40%) than enlisted (25%) personnel reported spending all their time in their primary occupation.

The proportion of enlisted Reservists who spent much of their time working in their primary occupation varied across the occupational areas in ways that differed from the patterns observed for the primary occupation-duty occupation match rates. The proportion of enlisted personnel who spent at least one half of their time in their primary occupation was lowest among craftsmen (49%) and highest among other technical and allied specialists (72%). However, among officers, the results across occupations partially paralleled those found with the match rate indicator. The occupations in which the highest proportions of officers reported spending at least one half of their time were general officers and executives (93%) and scientists and professionals (84%).

Considering enlisted personnel and officers together, the proportion of Reservists who spent at least one half of their Reserve service time working in their primary occupation varied widely by Component, from 49 percent in the USNR to 85 percent in the ANG.

Reserve and prior active-duty primary occupation. Survey results showed a moderate degree of continuity in Reservists' occupational specializations in the Active and Reserve Components. For approximately one half of Reservists with prior active-duty service, their current Reserve primary occupation was the same as their prior active-duty primary occupation. Relative to Reservists in the other Components, USMCR and USNR members were the most likely to have retained their active-duty primary occupation. Members of the ARNG and the ANG were the least likely to have kept the same primary occupation.

Enlisted Reservists in the lowest pay grade group (E1-E4) were most likely to have kept their active-duty primary occupation. These Reservists tended to be younger than those in higher pay grade groups and had the least amount of time to change their specialty since active-duty service. However, among officers, the pattern was reversed. Senior officers were more likely than junior officers to have retained their active-duty primary occupation.

The proportion of Reservists who had retained their active-duty primary occupation varied substantially across occupational areas. For both enlisted Reservists and officers, health care specialists were least likely to have changed their primary occupation since active-duty service. Among enlisted Reservists, craftsmen were particularly likely to have changed their primary occupation, and among officers, the same was true for general officers and executives.

4. Civilian Employment of Reserve Personnel

This chapter describes several aspects of Reservists' civilian employment status, including civilian work and school status, the number of hours worked per week, the types of occupations and industries in which they worked, and the proportion of Reservists who worked in the public and private sectors. Each section of the results is presented for Reserves overall, pay grade groups (i.e., enlisted vs. officer), and Reserve Components. As described in Chapter 1, the results presented are based on weighted estimates. Consequently, results may be generalized to the entire 1991 Reserve population and stated subpopulations.

Civilian Work and School Status

Reservists typically attend a drill session 1 weekend each month and a 2-week training session once each year. This time commitment generally does not preclude Reservists from seeking civilian employment. However, since one fifth of all Reservists were less than 25 years old in 1991 (see Perry et al., 1997, Chapter 2), many Reservists were probably also enrolled in school. To better understand how Reservists spent their non-Reserve time, civilian and school status was examined.

In both the survey of officers and the survey of enlisted personnel, Question 106 addressed civilian work and school status and was worded as follows:

Are you currently: Mark all that apply.

- *Working full-time as an Army or Air Force Guard/Reserve technician*
- *Working full-time in a civilian job (not technician)*
- *Working part-time in a civilian job*
- *With a civilian job but not at work because of temporary illness, vacation, strike, etc.*
- *Self-employed in own business*
- *Unpaid worker (volunteer or in family business)*
- *Unemployed, laid off, looking for work*
- *Not looking for work but would like to work*
- *In school*
- *Retired*
- *A homemaker*
- *Other*

Table 4-1 shows that almost two thirds (62%) of all Reservists had a full-time job. This 62 percent consisted of 55 percent of Reservists who indicated that they had a full-time civilian job (but no other employment or school enrollment) and an additional 7 percent who had a full-time military technician job.

Table 4-1
Overall Civilian Work and School Status of Reservists

Civilian Work and School Status	Percent
Full-Time Employment	62
Full-time civilian job other than military technician	55
Full-time military technician	7
Other Employment	24
School and work	11
Multiple jobs	6
Part-time civilian job	4
Self-employed	3
No Employment	12
School only	5
Neither school nor work	7
Other	1
Total	99

Note. Percentages do not sum to 100 due to rounding.

Source. Question 106

Besides full-time employment, Table 4-1 shows that some Reservists were working while in school (11%), working part-time in civilian jobs (4%), self-employed (3%), or holding multiple jobs (6%). Those Reservists who had multiple jobs had at least two of the following employment possibilities: full-time military technician job, full-time civilian job, part-time civilian job, and self-employment. Of all Reservists, approximately 5 percent were in school full-time. An additional 7 percent of all Reservists were neither working nor in school.

Table 4-2 presents the employment pattern in the enlisted personnel and officer pay grade groups. The proportion of Reservists with full-time jobs was higher among officers (70%) than among enlisted personnel (60%). On the other hand, the proportion of Reservists attending school only was higher among enlisted personnel (6%) than among officers (2%). Moreover, the percentage of E1-E4 Reservists attending school only was at least 7 points higher than the percentage for any other pay grade group. Conversely, the same junior enlisted group had a full-time employment rate at least 16 points lower than that of any other pay grade group.

Table 4-2
Civilian Work and School Status by Pay Grade Group

Civilian Work and School Status	Pay Grade Group						
	Enlisted Personnel			Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers
	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Full-Time Employment	46	69	78	60	68	74	70
Full-time civilian job	44	60	60	53	62	67	64
Military technician	2	9	18	7	6	7	6
Other Employment	35	20	14	26	23	20	22
School and work	21	8	2	13	8	2	5
Multiple jobs	5	6	6	6	7	7	7
Part-time civilian job	7	3	2	5	4	3	4
Self-employed	2	3	4	2	4	8	6
No Employment	19	10	7	13	9	5	7
School only	10	3	1	6	3	1	2
Neither school nor work	9	7	6	7	6	4	5
Other	1	1	1	1	1	0	1
Total	101	100	100	100	101	99	100

Note. Percentages do not sum to 100 due to rounding

Source. Question 106

The findings for E1-E4s are not surprising given the younger age of these Reservists relative to members of the other Components. Over 55 percent of Reservists in pay grade group E1-E4 were under age 25, compared with less than 8 percent in each of the other pay grade groups (see Perry et al., 1997, Chapter 2). Officers in the highest pay grade group (O4+) reported the highest percentage of full-time employment and the lowest attendance in school. Finally, compared with the other pay grade groups, a large proportion of E7-E9 Reservists were employed as military technicians. The military technician job tends to be a stable, long-term occupation in which Reservists develop the expertise and experience that warrant senior grade levels.

The pattern of civilian employment and school enrollment was not substantially different across Reserve Components. Relative to the other Reserve Components, the main differences were found for the USMCR and the ANG (see Table 4-3). In both of these groups, the percentage of Reservists employed in a full-time civilian job other than military technician was substantially lower than the percentage for other Reserve Components (45% for the USMCR and 46% for the ANG, compared with at least 53% in each of the other Reserve Components).

Table 4-3
Civilian Work and School Status by Reserve Component

Civilian Work and School Status	Reserve Component						
	ARNG Percent	USAR Percent	USNR Percent	USMCR Percent	ANG Percent	USAFR Percent	USCGR Percent
Full-Time Employment	62	59	62	45	72	66	66
Full-time civilian job	53	56	62	45	46	64	66
Military technician	9	3	0	0	26	2	0
Other Employment	23	27	26	39	19	23	25
School and work	10	13	11	24	8	10	9
Multiple jobs	6	6	6	8	6	6	8
Part-time civilian job	4	5	4	5	3	4	4
Self-employed	3	3	5	2	2	3	4
No Employment	13	13	12	17	9	11	9
School only	5	6	5	11	4	4	4
Neither school nor work	8	7	7	6	5	7	5
Other	1	1	1	1	1	1	0
Total	99	100	101	102	101	101	100

Note. Percentages do not sum to 100 due to rounding

Source. Question 106

This pattern of findings makes sense given the age of USMCR members relative to Reservists in other Components. The proportion of USMCR members under age 25 was approximately 60 percent as compared with approximately 25 percent of Reservists in the ARNG and the USAR, and even less in the other Reserve Components (see Perry et al., 1997, Chapter 2). USMCR members currently in school will probably enter the civilian work force after completing school.

For the ANG, the relatively low full-time civilian employment rate (46%) was offset by the high proportion of individuals employed in full-time military technician jobs (26%). Included in this latter percentage were positions in supply, aircraft maintenance, personnel, and administration. By comparison, 9 percent or less of ARNG, USAR, and USAFR members were employed as military technicians.

Summary. The vast majority of Reservists were employed in the civilian labor market in some capacity, with about two thirds of all Reservists holding a full-time job. Some Reservists worked and attended school, and a small percentage attended school only.

When officers and enlisted personnel were compared regarding their work and school status, officers were found to be more often employed full-time, whereas enlisted personnel were more often in school. Self-employment rates were higher for officers than for enlisted personnel.

Component-based differences in work and school status were also found. Relative to other Components, the USMCR had more personnel in school, and the ANG had the highest proportion of personnel working as military technicians.

Work Hours

Tables 4-1 through 4-3 presented results showing Reservists' work and school status. A more detailed analysis among Reservists in their civilian jobs was conducted by examining the number of hours worked per week. In Question 113, Reservists were asked about the time they spent at their civilian jobs:

In 1991, how many hours per week did you usually work at your (main) civilian job?

For the analysis, the number of hours worked per week was collapsed into one of five categories: 1-14 hours, 15-34 hours, 35-40 hours, 41-48 hours, and 49+ hours. The following analyses examine responses from only those Reservists who reported being employed at least 1 hour per week.

Table 4-4 shows that a little over one half (51%) of *employed* Reservists worked 35-40 hours, and over one third (38%) of all employed Reservists worked *more* than 40 hours per week.⁷ Nearly one fourth (23%) of employed Reservists worked 49 or more hours per week. Few (10%) employed Reservists reported working less than 35 hours per week at their civilian job. On average, employed Reservists reported working 42.5 hours per week during 1991.

Table 4-4
Number of Hours Employed Reservists Worked Per Week

Hours Per Week	Percent
1-14	1
15-34	9
35-40	51
41-48	15
49+	23
Total	99
Average Hours	42.5

Note. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 113

⁷ By comparison, the mean weekly hours among nonagricultural wage and salary workers in the overall U.S. civilian noninstitutional population age 16 or over was 38.8 hours per week in 1991. When the restriction to nonagricultural workers is removed, the figure remains below 40 hours per week. See Statistical Abstract of the United States 1993 (113th Edition), U.S. Department of Commerce, Economics and Statistics Administration, Bureau of the Census, Table 636.

The number of hours worked per week are presented for enlisted and officer pay grade groups in Table 4-5. The table shows that officers were more likely than enlisted personnel to work more than full-time in their civilian job. This difference was most pronounced in the proportion of Reservists working 49 or more hours per week. Specifically, the proportion of officers who worked 49 or more hours per week was nearly twice the proportion found among enlisted personnel. In fact, officers were just as likely to work 49 or more hours a week as they were to work a 35–40 hour workweek.

Table 4-5
Number of Hours Employed Reservists Worked Per Week by Pay Grade Group

Hours Per Week	Pay Grade Group						
	Enlisted Personnel			Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers
	Percent	Percent	Percent	Percent	Percent	Percent	Percent
1-14	2	1	1	1	1	1	1
15-34	18	6	2	10	6	5	5
35-40	50	57	58	54	42	33	37
41-48	12	16	17	15	19	19	19
49+	18	20	22	20	32	42	37
Total	100	100	100	100	100	100	99
Average Hours	40.2	42.7	43.8	41.8	45.0	46.6	45.8

Note. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 113

Table 4-5 also shows that among enlisted personnel, the number of hours worked per week increased as pay grade group increased. This was mostly due to a dramatic drop in the proportion of Reservists working part-time, from 18 percent among those in the E1-E4 pay grade group to 2 percent in the E7-E9 pay grade group.

Similarly, officers in higher O4+ pay grades worked more hours (49+ per week) than O1-O3s. There was a decline in the proportion of officers working full-time (35–40 hours), from 42 percent for junior officers (O1-O3s) to 33 percent for senior officers (O4+s) and an increase in the proportion of officers working 49 or more hours a week, from 32 percent for officers in the O1-O3 pay grade group to 42 percent for officers in the O4+ pay grade group.

A comparison of hours worked per week across Components among Reservists with a civilian job is shown in Table 4-6. As can be seen from the table, a relatively large proportion (19%) of employed USMCR members had part-time jobs (i.e., worked 1-34 hours per week). This finding is consistent with the relatively high proportion of USMCR members in school compared with other Reserve Components.

Table 4-6
Number of Hours Employed Reservists Worked Per Week by Reserve Component

Hours Per Week	Reserve Component						
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR
	Percent	Percent	Percent	Percent	Percent	Percent	Percent
1-14	1	1	1	1	1	1	1
15-34	9	11	8	18	7	7	8
35-40	53	50	47	44	58	53	43
41-48	15	14	18	15	15	17	20
49+	22	23	26	22	20	22	28
Total	100	99	100	100	101	100	100
Average Hours	42.7	42.1	43.3	41.2	42.5	42.7	43.5

Note. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 113

The proportion of employed Reservists who worked 49 or more hours per week varied between 20 percent in the ANG and 28 percent in the USCGR. As will be discussed later in this chapter, many USCGR members were employed in their civilian jobs as police officers, firefighters, or other protective services workers. It may be that the nature of these jobs often requires extended work hours. Indeed, about 45 percent of USCGR members worked more than 40 hours per week for at least 20 weeks during the year, compared with about 35 percent among all other Reserve Components (see Table 4-9).

Question 114 asked Reservists to estimate the frequency in which they worked more than 40 hours per week:

In 1991, how often did you work more than 40 hours per week at your (main) civilian job?

Give your best estimate.

- ***None***
- ***1-4 weeks***
- ***5-9 weeks***
- ***10-14 weeks***
- ***15-19 weeks***
- ***20 or more weeks***

As shown in Table 4-7, more than one third (35%) of all employed Reservists reported working more than 40 hours per week for at least 20 weeks during 1991. In addition, nearly one in five (18%) never worked more than 40 hours per week.

Table 4-7
Number of Weeks Employed Reservists Worked More Than 40 Hours Per Week

Number of Weeks	Percent
None	18
1-4	21
5-9	11
10-14	9
15-19	6
20+	35
Total	100

Note. Reservists without a civilian job were excluded.

Source. Question 114

Table 4-8 presents, by pay grade group, the number of weeks during 1991 in which Reservists worked more than 40 hours. A larger proportion of officers reported working more than 40 hours per week for 20 or more weeks that year (54% vs. 32%, respectively). However, the number of weeks enlisted Reservists worked more than 40 hours rose as pay grade group increased (i.e., E1-E4, 26%; E5-E6, 34%; and E7-9, 38%).

Table 4-8
Number of Weeks Employed Reservists Worked More Than 40 Hours Per Week by Pay Grade Group

Number of Weeks	Pay Grade Group						
	Enlisted Personnel			Officers			
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers
	Percent	Percent	Percent	Percent	Percent	Percent	Percent
None	21	18	19	19	13	12	12
1-4	23	22	19	22	18	12	15
5-9	13	11	10	12	8	7	8
10-14	9	9	9	9	8	6	7
15-19	6	6	5	6	5	4	5
20+	26	34	38	32	49	59	54
Total	98	100	100	100	101	100	101

Note. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 114

Table 4-9 shows, by Reserve Component, the number of weeks employed Reservists worked more than 40 hours. Unlike the differences found between officers and enlisted members on this measure, there were no major differences by Reserve Component. However, as noted earlier, USCGR members were more likely than members of the other Components to consistently work more than 40 hours.

Table 4-9

Number of Weeks Employed Reservists Worked More Than 40 Hours Per Week by Reserve Component

Number of Weeks	Reserve Component						
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR
	Percent	Percent	Percent	Percent	Percent	Percent	Percent
None	18	19	16	18	20	18	16
1-4	21	21	19	20	23	20	15
5-9	12	11	10	13	12	11	9
10-14	10	8	8	10	8	9	10
15-19	6	5	6	5	6	6	6
20+	34	35	41	33	32	37	45
Total	101	99	100	99	101	101	101

Note. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 114

Summary. Reserve participation did not seem to affect Reservists' ability to maintain full-time employment in their civilian jobs. About one half of all employed Reservists worked a workweek of 35–40 hours in their civilian jobs. Moreover, a substantial proportion of Reservists worked more than 40 hours per week at their civilian jobs. Nearly one fourth of all Reservists worked 49 or more hours per week in their civilian job.

Officers were more likely than enlisted personnel to work 41 or more hours per week. In fact, officers were just as likely to work 49 or more hours per week as they were to work the traditional full-time workweek of 35–40 hours. USMCR members were more likely than Reservists in the other Reserve Components to work part-time, and USCGR members were more likely than other Reservists to work 49 or more hours per week.

Civilian Occupations

Reservists play a dual role in society. As citizen-soldiers, they must balance their military role with their civilian responsibilities. This project was designed to provide a better understanding of Reservists' background, attitudes, and opinions, both in their civilian life and in their military life. A key to understanding Reservists' background is to identify the occupations they hold in their civilian life. By learning more about the kinds of civilian occupations Reservists hold, we may better understand how their civilian and military roles affect each other.

Question 109 asked respondents to specify their job title in 1991:

The next questions are about your civilian job in 1991. If you had more than one job, please answer these questions for the job where you worked the most hours per week for most of the year.

What kind of work did you do; that is, what is your job called? For example, electrical engineer, construction worker, carpenter, high school teacher, typist, etc.

The job title provided by the Reservist was converted into an occupational category using the Standard Occupational Classification system (see U.S. Department of Commerce, Economics and Statistics Administration, Bureau of the Census, 1992). The Standard Occupational Classification system categorizes about 30,000 separate occupations into 13 major groups. These occupational categories, which are based on similarities in attributes, include:

Civilian Occupational Areas and Description

<u>Occupational Area</u>	<u>Description</u>
Executive, administrative, and managerial occupations	Includes corporate positions such as chief executives, accountants, and financial managers
Professional specialty occupations	Includes architects, physicians, lawyers, and psychologists
Technicians and related support occupations	Includes dental hygienists, chemical technicians, and computer programmers
Sales occupations	Includes retail sales workers, insurance sales people, and sales support occupations
Administrative support occupations, including clerical	Includes secretaries, inventory clerks, and file clerks
Private household occupations	Includes housekeepers, private household cooks, and private household child care workers
Protective service occupations	Includes police officers and firefighters, correctional institution officers, and private guards
Service occupations, except protective and household	Includes bartenders, janitors, barbers, and baggage porters
Farming, forestry, and fishing occupations	Includes timber logging occupations and horticultural farm workers
Precision production, craft, and repair occupations	Includes tool and die makers, cabinetmakers, and industrial machinery repairers
Machine operators, assemblers, and inspectors	Includes drilling and boring machine operators, crushing and grinding machine operators, and production inspectors
Transportation and material moving occupations	Includes truck drivers, railroad conductors, and longshore equipment operators
Handlers, equipment cleaners, helpers, and laborers	Includes construction laborers, vehicle washers and equipment cleaners, and stock handlers and baggers

The findings in this section used these 13 major groups. This level of aggregation was also chosen to facilitate the Chapter 5 comparison of Reservists' civilian jobs. Appendix D provides an index of the Standard Occupational Classification categories at the three-digit level. Readers interested in this level of detail can refer to the distribution of Reservists' civilian and military occupations in Appendix E.

While the occupations of Reservists are examined as a whole, this section also compares Reservists' occupations with the occupations for the employed U.S. civilian population age 16 and over. This comparison improves our understanding of how Reservists, with their additional military obligations, differ from civilians overall.

As can be seen in Table 4-10, most Reservists' (53%) civilian jobs were categorized into one of four occupational groups: precision production, craft, and repair occupations (17% vs. 11% for all U.S. civilians); professional specialty occupations (14% for both Reservists and all U.S. civilians); executive, administrative, and managerial occupations (12% vs. 13% for all U.S. civilians); and administrative support occupations, including clerical (10% vs. 16% for all U.S. civilians).

Table 4-10
Occupational Distribution for Employed Reservists and the Employed U.S. Civilian Population

Occupational Group	Employed Reservists	All U.S. Civilians
	Percent	Percent
Executive, administrative, and managerial occupations	12	13
Professional specialty occupations	14	14
Technicians and related support occupations	7	3
Sales occupations	7	12
Administrative support occupations, including clerical	10	16
Private households occupations	0	1
Protective service occupations	7	2
Service occupations, except protective and household	6	11
Farming, forestry, and fishing occupations	1	3
Precision production, craft, and repair occupations	17	11
Machine operator, assemblers, and inspectors	6	7
Transportation and material moving occupations	5	4
Handlers, equipment cleaners, helpers, and laborers	7	4
Total	99	99

Note. Figures for civilians are taken from U.S. Department of Commerce, Economics and Statistics Administration, Bureau of the Census, 1993, Table 644. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 109

Table 4-10 also shows that a very small proportion of Reservists were employed in private household occupations (0% vs. 1% for all U.S. civilians); farming, forestry, and fishing occupations (1% vs. 3% for all U.S. civilians); and transportation and material moving occupations (5% vs. 4% for all U.S. civilians).

The Reservist population in 1991 was more likely than all U.S. civilians aged 16 and older to be employed in precision production, craft, and repair (17% vs. 11% for all U.S. civilians); protective services (7% vs. 2% for all U.S. civilians); handlers, equipment cleaners, helpers, and laborers (7% vs. 4% for all U.S. civilians); and technicians and related support personnel (7% vs. 3% for all U.S. civilians).

In contrast, civilians were more likely than Reservists to be employed in administrative support, including clerical work (16% vs. 10%); sales (12% vs. 7%); and services other than private household or protective services (11% vs. 6%).

However, in some occupations Reservists and civilians had almost the same rates of employment. These occupations included executive, administrative, and managerial; professional specialty; machine operators, assemblers, and inspectors; and transportation and material moving.

Table 4-11 shows the distribution across the occupational groups for the pay grade groups. The occupational distribution differed substantially between officer and enlisted personnel. Specifically, officers were much more likely than enlisted personnel to be employed in traditional white-collar jobs: executive, administrative, and managerial occupations (25% vs. 9%), and in professional specialty occupations (44% vs. 8%). Conversely, officers were less likely than enlisted personnel to hold traditional blue-collar jobs such as precision production, craft, and repair occupations (4% vs. 20%), handlers, equipment cleaners, helpers, and laborers (1% vs. 9%); administrative support occupations (4% vs. 12%); and machine operators, assemblers, and inspectors (1% vs. 8%).

Table 4-11*Distribution of Employed Reservists Across Civilian Occupational Groups by Pay Grade Group*

Civilian Occupational Group	Pay Grade Group						
	Enlisted Personnel			Officers			
	E1-E4 Percent	E5-E6 Percent	E7-E9 Percent	All Enlisted Percent	O1-O3 Percent	O4+ Percent	All Officers Percent
Executive, administrative, and managerial occupations	6	9	18	9	21	30	25
Professional specialty occupations	5	8	13	8	42	45	44
Technicians and related support occupations	5	7	7	6	8	9	8
Sales occupations	10	5	4	7	7	6	6
Administrative support occupations, including clerical	12	12	10	12	5	3	4
Private household occupations	0	0	0	0	0	0	0
Protective service occupations	6	9	8	8	6	3	5
Service occupations, except protective and household	11	5	2	7	2	0	1
Farming, forestry, and fishing occupations	2	1	1	2	1	1	1
Precision production, craft, and repair occupations	15	23	25	20	6	2	4
Machine operators, assemblers, and inspectors	9	8	4	8	1	0	1
Transportation and material moving occupations	6	6	4	6	1	0	1
Handlers, equipment cleaners, helpers, and laborers	13	7	3	9	1	0	1
Total	100	100	99	102	101	99	101

Note. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 109

Occupations that showed little difference for officers and enlisted personnel were technicians and related support (8% vs. 6%) , and farming, forestry, and fishing (1% vs. 2%).

In examining occupational profiles across the Reserve Components, there were some interesting differences (see Table 4-12). A comparison of the two largest Reserve Components revealed that USAR members were more likely than were ARNG Reservists to be employed in traditional white-collar jobs such as executive, administrative, and managerial occupations (13% vs. 9%) or in professional specialty occupations (17% vs. 9%). On the other hand, USAR members were less likely than ARNG Reservists to hold traditional blue-collar jobs such as machine operators, assemblers, or inspectors (6% vs. 9%); transportation and material moving occupations (4% vs. 7%); or handlers, equipment cleaners, helpers, and laborers (7% vs. 10%). This finding is not surprising because USAR members tend to be more highly educated than do ARNG Reservists (see Perry et al., 1997, Chapter 2).

Table 4-12
Distribution of Employed Reservists Across Civilian Occupational Groups by Reserve Component

Civilian Occupational Group	Reserve Component						
	ARNG Percent	USAR Percent	USNR Percent	USMCR Percent	ANG Percent	USAFR Percent	USCGR Percent
Executive, administrative, and managerial occupations	9	13	14	9	13	15	17
Professional specialty occupations	9	17	19	8	12	18	15
Technicians and related support occupations	5	5	10	5	9	10	4
Sales occupations	6	8	6	13	6	6	8
Administrative support occupations, including clerical	8	11	11	9	11	12	11
Private household occupations	0	0	0	0	0	0	0
Protective service occupations	6	7	5	12	8	9	24
Service occupations, except protective and household	7	7	4	7	4	4	4
Farming, forestry, and fishing occupations	2	1	1	2	1	0	0
Precision production, crafts, and repair occupations	20	13	17	14	26	15	10
Machine operators, assemblers, and inspectors	9	6	5	5	3	4	1
Transportation and material moving occupations	7	4	4	5	3	3	3
Handlers, equipment cleaners, helpers, and laborers	10	7	4	12	4	4	3
Total	98	99	100	101	100	100	100

Note. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 109

Relative to the other Components, ARNG and USMCR members were the least likely to be employed in executive and professional specialty occupations. This finding is consistent with the previously mentioned characterization of USMCR members as being younger and more likely to be in school than Reservists in the other Components.

Table 4-12 also indicates that ANG members (26%) were more likely than Reservists in the other Components (20% or less each) to be employed in precision production, crafts, and repair occupations. This finding is likely due to the large number of military technician positions found in this Reserve Component. Many of these positions are in the precision production, crafts, and repair occupational category. Finally, an unusually large proportion of USCGR personnel (24%) were employed in protective services—twice the proportion of USMCR members and nearly three times the proportion of Reservists in the other Components.

Summary. The majority of Reservists were employed in civilian precision production, craft, and repair occupations; professional specialties; or executive, administrative, and managerial occupations. Officers were more likely than enlisted personnel to be employed in civilian white-collar managerial and professional specialty occupations. Conversely, they were less likely than enlisted personnel to be employed in civilian blue-collar occupations such as precision production, crafts, and repair.

Comparisons across Reserve Components found that USAR members were more likely than ARNG members to hold jobs in the managerial and professional specialty occupations. ANG and ARNG members were more likely than Reservists in the other Components to hold jobs in precision production, craft, and repair occupations, many of which were military technician positions. Relative to members in other Components, a very high proportion of USCGR members were employed in protective service occupations.

Employers: Sector and Industry

Another way to characterize Reservists' civilian employment examines whether their civilian job was in the private or public sector. Question 110 asked Reservists about their labor market employment sector during 1991 read as follows:

Which of the following best describes your civilian employer in 1991? Mark one.

- ***Federal government***
- ***State government***
- ***Local government (including public schools)***
- ***Self-employed in own business***
- ***Private firm with more than 500 employees***
- ***Private firm with 100-499 employees***
- ***Private firm with less than 100 employees***
- ***Working without pay in family business or farm***

Private-sector firms are often grouped into the following size categories: small (less than 100 employees), medium (100 to 499 employees), and large (over 500 employees). The public sector is often classified by level (federal, state, or local government). In addition to these two major sectors, individuals could also have classified themselves as self-employed. Our analysis breaks down sector according to the above specifications (i.e., private, public, self-employed).

Sector Results

Most Reservists (60%) who had a civilian job in 1991 were employed in the private sector. Among these Reservists, 28 percent were employed by firms with over 500 employees. Within the private sector, Reservists were least likely employed in medium-size firms (12%). Most of the remaining Reservists (34%) were employed in the public sector. Of those Reservists employed in the public sector, the majority held jobs in the federal government (16%). An equal amount of Reservists were employed at the state and local levels of government (9%). The remaining 7 percent were self-employed⁸ (see Table 4-13).

Table 4-13
Civilian Labor Market Sector Breakdown of Employed Reservists

Civilian Labor Market Sector	Percent
Private Sector	60
Private (> 500)	28
Private (100-499)	12
Private (< 100)	20
Public Sector	34
Federal government	16
State government	9
Local government	9
Self-Employed	7
Total	101

Note. Reservists without a civilian job were excluded.

Percentages do not sum to 100 due to rounding.

Source. Question 110

As shown in Table 4-14, enlisted personnel with a civilian job were more likely than officers with a civilian job to be employed in the private sector (62% vs. 51%). Conversely, enlisted personnel were less likely than officers to be employed in the public sector (32% vs. 40%) or to be self-employed (6% vs. 9%). This finding is not surprising because, as discussed earlier in this chapter, enlisted Reservists were more likely than officers to hold jobs in blue-collar occupations, and blue-collar jobs are primarily in the private sector.

⁸ The 7 percent self-employed in Table 4-13 differs from the 3 percent self-employed in Table 4-1 because the two figures were derived from two different questions on the survey. Table 4-13 is derived from Question 110; Table 4-1 is derived from Question 106. Question 110 refers to employment status during 1991, and Question 106 refers to current employment status, usually 1993. Recall that the survey was administered between November 1992 and December 1993. Thus, these two figures show that 7 percent of Reservists were self-employed in 1991, compared with 3 percent in 1993 (and late 1992).

Table 4-14*Employed Reservists in Each Civilian Labor Market Sector by Pay Grade Group*

Civilian Labor Market Sector	Pay Grade Group						
	Enlisted Personnel				Officers		
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers
	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Private Sector	76	57	42	62	55	47	51
Private (> 500)	30	25	24	27	33	31	32
Private (100-499)	16	13	8	13	11	7	9
Private (< 100)	30	19	10	22	11	9	10
Public Sector	17	38	53	32	38	42	40
Federal government	5	18	32	15	18	24	21
State government	6	10	9	8	10	9	10
Local government	6	10	12	9	10	9	9
Self-Employed	7	5	5	6	6	12	9
Total	100	100	100	100	99	101	100

Note. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 110

Among enlisted personnel, as pay grade group increased, so did the proportion of Reservists who were employed in the public sector. Only 17 percent of Reservists in the E1-E4 pay grade group who had a civilian job were employed in the public sector. This figure rose to 38 percent among those in the E5-E6 pay grade group and to 53 percent among those in the E7-E9 pay grade group. A similar pattern was observed within the officer pay grade groups: 38 percent for O1-O3 and 42 percent for O4+.

Table 4-15 shows that the pattern of employment in public and private labor market segments varied greatly across Reserve Components. Among Reservists who held civilian jobs, the proportion with jobs in the private sector was especially large in the USMCR (73%) and unusually small in the USCGR (45%) and the ANG (47%). Conversely, the proportion of Reservists with jobs in the public sector was especially small in the USMCR (19%) and especially large in the USCGR (49%) and the ANG (48%).

There are some possible explanations for these findings. Since a disproportionate number of USMCR members are in school, it is likely that many of them hold part-time jobs in the private sector because it is easier to obtain part-time employment in that sector. Indeed, Table 4-12 shows that a relatively large proportion of USMCR members were in sales occupations, an occupation more typical of the private sector than of the public sector. However, in the USCGR, a disproportionate percentage of Reservists were employed in protective services. Often these occupations such as police officer or firefighter are in the public sector. For this reason, USCGR members have a low incidence of employment in the private sector. Finally, a large percentage of ANG Reservists were employed as military technicians. These jobs are paid by federal funds and are considered also to be in the public sector.

Table 4-15
Employed Reservists in Each Civilian Labor Market Sector by Reserve Component

Civilian Labor Market Sector	Reserve Component						
	ARNG Percent	USAR Percent	USNR Percent	USMCR Percent	ANG Percent	USAFR Percent	USCGR Percent
Private Sector	63	61	62	73	47	57	45
Private (> 500)	25	29	31	34	24	34	22
Private (100-499)	14	13	12	14	10	10	7
Private (< 100)	24	19	19	25	13	13	16
Public Sector	31	33	31	19	48	38	49
Federal government	13	15	15	5	30	21	13
State government	10	9	7	6	10	6	10
Local government	8	9	9	8	8	11	26
Self-Employed	7	6	8	7	5	5	7
Total	101	100	101	99	100	100	101

Note. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 110

Summary. Reservists were much more likely to be employed in the private sector (60%) than in the public sector (34%). Enlisted personnel (62%) were more likely to be employed in the private sector than were officers (51%). On the other hand, enlisted members (32%) were less likely than officers (40%) to be employed in the public sector. Within the enlisted and the officer ranks, higher pay grade group corresponded with higher proportion of Reservists in the public sector. Among the seven Reserve Components, the USMCR (73%) had the highest proportion of individuals employed in the private sector, and the ANG (48%) and the USCGR (49%) had the highest proportions of individuals employed in the public sector.

Industry Results

In addition to the occupational categories previously discussed, the Bureau of the Census (see U.S. Department of Commerce, Economics and Statistics Administration, 1993) also maintains a list of 21,000 separate industry codes. The Census Bureau distinguishes occupation from industry by defining occupation as employee job titles and industry as the type of business in which companies or firms engage. Analogous to the Standard Occupational Classification system, the Standard Industrial Classification system classifies industries into major groups based on similarities in attributes. In the Standard Industrial Classification system, individual industries are classified into 13 major industry groups. These groups and examples of industries in them include:

Civilian Industry Areas and Description

<u>Industry Area</u>	<u>Description</u>
Agriculture, forestry, and fisheries	Includes crop farms, livestock farms, and forestry companies
Mining	Includes mining firms, coal mining firms, and oil and gas extraction companies
Construction	Includes residential and commercial construction firms
Manufacturing	Includes bakery products, engines and turbines, and household appliances
Transportation, communications, and other public utilities	Includes railroad companies, radio and telephone broadcasting firms, and electric light and power companies
Wholesale trade	Includes electrical goods, lumber and construction materials, and groceries
Retail trade	Includes music stores, jewelry stores, and department stores
Finance, insurance, and real estate	Includes banks, insurance companies, and real estate firms
Business and repair services	Includes advertising agencies, computer and data processing services, and automotive repair shops
Personal services	Includes hotels and motels, beauty shops, barber shops, and funeral services
Entertainment and recreation services	Includes theaters, videotape rental stores, and bowling lanes
Professional and related services	Includes hospitals, schools, museums, and research firms
Public administration	Includes executive and legislative offices and administration of environmental quality and housing programs

An index of the civilian Standard Industrial Classification codes at the three-digit level are shown in Appendix D.

In Question 111, Reservists were asked about the industry to which their firm belonged and was worded as follows:

What kind of organization did you work for in 1991? (For example TV and radio, manufacturing, retail shoe store, police department, etc. Federal workers: enter the Agency, Department, or Government Branch for which you work.)

For analysis purposes, the industries specified by survey respondents were then coded into 1 of the 13 major industry groups.

As shown in Table 4-16, over one half (57%) of all Reservists who had a civilian job worked in public administration (23%), manufacturing (17%), or professional services (17%). Another 23 percent of Reservists worked in retail trade (12%), or transportation, communications, or other public utilities (11%).

Table 4-16
Distribution of Employed Reservists and Civilians Across Civilian Industries

Civilian Industry Group	Employed Reservists	All U.S. Civilians
	Percent	Percent
Agriculture, forestry, and fisheries	1	3
Mining	0	1
Construction	6	6
Manufacturing	17	18
Transportation, communications, and other public utilities	11	7
Wholesale trade	3	4
Retail trade	12	17
Finance, insurance, and real estate	4	7
Business and repair services	4	5
Personal services	1	4
Entertainment and recreation services	1	1
Professional and related services	17	23
Public administration	23	5
Total	100	101

Note. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 111

Table 4-16 presents industry distributions for both employed Reservists and civilians age 16 and over. Reservists were more likely than civilians to be employed in public administration (23% vs. 5%) and in transportation, communications, or other public utilities (11% vs. 7%). Conversely, Reservists were less likely than civilians to be employed in professional and related services (17% vs. 23%); retail trade (12% vs. 17 %); personal services (1% vs. 4%); or finances, insurance, and real estate (4% vs. 7%). Differences between Reservists and civilians were 2 percentage points or less for the other seven industry groups.

Table 4-17 shows the proportion, by pay grade group, of Reservists with a civilian job who were employed in each major industry group.

Table 4-17
Distribution of Employed Reservists Across Civilian Industries by Pay Grade Group

Civilian Industry Group	Pay Grade Group						
	Enlisted Personnel			Officers			All Officers Percent
	E1-E4 Percent	E5-E6 Percent	E7-E9 Percent	All Enlisted Percent	O1-O3 Percent	O4+ Percent	
Agriculture, forestry, and fisheries	2	1	1	1	1	1	1
Mining	0	1	0	0	0	0	0
Construction	8	7	5	7	3	2	2
Manufacturing	18	18	16	18	11	12	12
Transportation, communications, and other public utilities	9	12	14	11	9	11	10
Wholesale trade	3	3	2	3	2	2	2
Retail trade	24	9	5	14	5	2	4
Finance, insurance, and real estate	4	3	3	3	5	5	5
Business and repair services	6	5	3	5	3	2	3
Personal services	2	1	1	1	1	0	0
Entertainment and recreation services	2	1	1	1	1	0	0
Professional and related services	13	13	12	13	33	33	33
Public administration	9	26	40	22	25	29	27
Total	100	100	103	99	99	99	99

Note. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 111

Officers were more likely than enlisted personnel to be employed in two major industry groups: public administration (27% vs. 22%) and professional and related services (33% vs. 13%). Conversely, officers were less likely than enlisted personnel to be employed in manufacturing (12% vs. 18%), retail trade (4% vs. 14%), and construction (2% vs. 7%). The proportion of Reservists employed in each of the remaining industry groups was similar among officers and enlisted personnel.

Reserve Components. Some Reserve Components were disproportionately represented in various industry groups. For example, Table 4-18 shows that over one third of ANG and USCGR members with a civilian job (39% and 37%, respectively) were employed in public administration, approximately three times the figure for USMCR members (13%). It is likely that many public administration jobs are in the public sector and require a full-time job commitment. Recall that the majority of USMCR members were in school, making it difficult for them to have full-time employment. Of all the Reserve Components, the

USMCR had the highest proportion of members employed in retail trade (23%). This finding is not surprising because more USMCR members worked in the private sector than did Reservists in the other Components. No other notable Reserve Component differences were found.

Table 4-18
Distribution of Employed Reservists Across Civilian Industries by Reserve Component

Civilian Industry Group	Reserve Component						
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR
	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Agriculture, forestry, and fisheries	2	1	1	1	1	0	0
Mining	1	1	0	0	0	0	0
Construction	9	5	7	9	5	3	4
Manufacturing	19	15	18	15	13	15	9
Transportation, communications, and other public utilities	9	10	13	10	12	17	11
Wholesale trade	3	2	2	4	2	2	2
Retail trade	13	14	9	23	7	7	10
Finance, insurance, real estate	3	4	5	4	4	5	5
Business and repair services	4	5	5	6	4	4	2
Personal services	1	1	1	1	1	0	1
Entertainment and recreation services	1	1	1	2	1	0	0
Professional and related services	12	22	20	11	12	19	18
Public administration	22	19	19	13	39	26	37
Total	99	100	101	99	101	98	99

Note. Reservists without a civilian job were excluded. Percentages do not sum to 100 due to rounding.

Source. Question 111

Summary. The majority of Reservists worked in public administration, manufacturing, or professional and related services. Reservists were more than four times more likely than civilians to be employed in public administration (23% vs. 5%). A large proportion of ANG and USCGR members (39% and 37%, respectively) were employed in public administration. Officers were more likely than enlisted personnel to be employed in public administration (27% vs. 22%) or professional and related services (33% vs. 13%), but less likely than enlisted personnel to be employed in manufacturing (12% vs. 18%), retail trade (4% vs. 14%), or construction (2% vs. 7%).

Chapter Summary

Participation in the Reserves did not negatively affect Reservists' ability to maintain a full-time job. In 1991, the majority (62%) of Reservists had a full-time job. These jobs were either in the civilian employment sector or in military technician jobs. Those Reservists not employed full-time were in school while working, employed part-time, or self-employed. Of those with a civilian job, many Reservists worked more than the traditional 40-hour workweek in their civilian jobs. In fact, nearly one fourth worked 49 or more hours per week. As pay grade group increased, the number of hours worked per week also increased. Thus, officers tended to work more hours than did enlisted personnel. Notably, in spite of their additional time commitment in Reserve activities, Reservists as a whole were found to work more hours on average than did civilians.

Officers were more often employed in white-collar occupations and in the public sector. Officers tended to work in industries such as public administration or professional services. In contrast, enlisted personnel were more often employed in blue-collar occupations and in the private-sector. They tended to work in industries such as manufacturing, retail trade, or construction.

Members of the two largest Reserve Components, ARNG and USAR, had similar patterns of participation in work and school, and those Reservists with a civilian job worked similar hours. Because USAR members tend to be more highly educated than ARNG Reservists, they more often held positions in white-collar executive, administrative, managerial, or professional jobs.

Because USMCR members were generally the youngest Reservists, with the majority under age 25, many of them were in school. Therefore, USMCR members were more often employed in part-time work in occupations such as sales or laborers in the private sector in which such jobs are most available. Relative to other employed Reservists, USCGR members most often had a full-time civilian job and worked the most hours. USCGR members tended to work in protective service occupations such as police officers and firefighters in the public sector.

5. Relationship of Reservists' Military and Civilian Jobs

Reservists, in addition to their military jobs, are usually employed in a full-time or part-time civilian job. Civilian employment can affect Reservists' availability and opportunity to meet their Reserve obligations. This chapter examines the relationship of Reservists' military and civilian jobs. We also investigate Reservists' perceptions about their civilian employers' attitudes and opinions toward participating in Reserve activities. Tables are shown for the Reserves as a whole, by Reserve Component, and by officer and enlisted pay grade groups.

Comparison of Reservists' Military and Civilian Jobs

The similarity of Reservists' civilian jobs and their Reserve duties was assessed through responses to the *1992 Reserve Components Surveys* of officer and enlisted personnel and their spouses and through occupational comparisons using DoD and Census occupation codes. The analyses provide very different ways of comparing Reservists' jobs in the military and civilian spheres.

Perceived Similarity Between Civilian and Military Jobs

The similarity of Reservists' civilian and military jobs was assessed by the following survey in Question 34.

How similar is your civilian job to your Guard/Reserve duty?

- *Does not apply, I don't have a civilian job*
- *Does not apply, my civilian job is as a Guard/Reserve military technician*
- *Very similar*
- *Similar*
- *Somewhat similar*
- *Not similar at all*

Most analyses in this section excluded two groups of Reservists: Reservists who had no civilian job in 1991 and Reserve military technicians.⁹ No comparison is possible for unemployed Reservists; and although military technicians are civilian employees, their employer is a military, not a civilian organization. Table 5-1 shows, by pay grade group and by Component, the percentage of Reservists who fell into these two groups. Overall, 8 percent of Reservists reported they had no civilian job in 1991, and another 6 percent stated that their civilian job was Reserve military technician. More enlisted Reservists (15%) than officers (10%) had no civilian job or were military technicians.

⁹ Note that the USAFR military technicians were surveyed separately. Those interested in their responses should refer to Westat, Inc. (1996) Codebook for the *1994 Reserve Components Surveys* of officers and enlisted personnel and their spouses.

Table 5-1
Percentage of Reservists Who Had No Civilian Job or Were Reserve Military Technicians by Pay Grade Group and Component

Pay Grade Group and Reserve Component	No Civilian Job	Military Technician	Total
	Percent	Percent	Percent
Pay Grade Group			
All Enlisted	9	6	15
E1-E4	13	2	15
E5-E6	7	8	15
E7-E9	4	15	19
All Officers	5	5	10
O1-O3	6	5	11
O4+	3	6	9
Reserve Components			
ARNG	9	7	16
USAR	8	3	11
USNR	7	0	7
USMCR	9	1	10
ANG	7	23	30
USAFR	8	2	10
USCGR	7	0	7
Total	8	6	14

Source. Question 34

The ANG and the ARNG had the highest combined proportion of Reserve members who had no civilian job or who were military technicians (30% and 16%, respectively). Reservists without a civilian job in 1991 varied from 7 percent for the USNR to 9 percent in the ARNG and the USMCR, whereas the proportion of military technicians varied from 0 percent in the USNR and the USCGR to as much as 23 percent in the ANG.

Reservists' perceptions about the similarity of their civilian jobs and Reserve duties are shown by pay grade group and by Reserve Component in Table 5-2. As noted previously, the table excludes Reservists who did not have a civilian job and Reservists who served as military technicians. Although the survey did not specifically ask Reservists to compare their civilian jobs with their primary military occupational specialties or with their duty military occupational specialties, respondents were likely to have considered their day-to-day duty occupations in making their comparisons. Overall, 62 percent of Reservists reported having a civilian job that was not at all similar to their Reserve duty. Slightly over 1 out of 10 Reservists (13%) reported that their civilian and Reserve jobs were very similar.

Table 5-2

Distribution of Similarity Between Reservists' Civilian Jobs and Their Reserve Duties by Pay Grade Group and Component

Pay Grade Group and Reserve Component	Very Similar	Similar	Somewhat Similar	Not Similar at All
	Percent	Percent	Percent	Percent
Pay Grade Group				
All Enlisted	11	8	15	67
E1-E4	7	6	13	74
E5-E6	13	9	16	63
E7-E9	16	10	17	57
All Officers	22	15	23	40
O1-O3	19	13	23	45
O4+	25	16	24	35
Reserve Components				
ARNG	9	7	14	70
USAR	13	9	17	61
USNR	18	12	20	50
USMCR	5	5	11	79
ANG	18	10	18	55
USAFR	18	11	17	55
USCGR	15	15	24	47
Total	13	9	16	62

Note. Reservists without a civilian job and Reservists whose civilian job was a Reserve technician were excluded.

Source. Question 34

Among pay grade groups, enlisted members were less likely than Reserve officers to have reported similar civilian and Reserve jobs. About two thirds (67%) of enlisted personnel reported that their civilian and Reserve jobs were not at all similar, compared with 40 percent among officers.

Of the seven Reserve Components, reports of dissimilar jobs were most frequent among the USMCR and the ARNG. At least 7 out of 10 members in these two Reserve Components (79% and 70%, respectively) had civilian jobs that were not similar to their Reserve duties. With the exception of the USCGR, one half or more of Reservists from each Component indicated that their civilian jobs were not at all similar to their Reserve duties.

Summary. In 1991, 8 percent of Reservists had no civilian job. Another 6 percent worked as military technicians. Officers were much more likely than enlisted members to report that their military and civilian jobs were similar. Nearly three fourths of E1-E4s (74%), however, said that their military and civilian jobs were not similar at all. Large proportions of USMCR (79%) and ARNG (70%) members also said that their jobs were not similar.

Comparison of Military and Civilian Occupations Using Occupation Codes

This section compares Reservists' military occupations with their civilian occupations. Reservists' primary military occupational specialties are based on DoD-wide occupation codes. Civilian occupations are categorized using the 1990 Standard Occupational Classification system (see U.S. Department of Commerce, Economics and Statistics Administration, Bureau of the Census, 1992). Comparisons are based on military occupational *areas* (first-digit codes) and the 13 major Census occupation categories only. Readers may refer to Appendix E for detailed comparisons of these categories using the fully specified codes.

The relationship between military and civilian jobs was analyzed by arraying Reservists' civilian occupations across military occupational specialties. In a second analysis, Reservists' military occupational specialties were arrayed across civilian occupations. These two analyses provided useful and complementary information. In the first analyses (shown in Tables 5-3 and 5-4), we examined the areas of civilian employment that military training can affect. One of the most important benefits of military service advertised to prospective enlistees is the job-related training offered by the Services. This job training, while serving the immediate interests of the military, can also have a beneficial effect on a military member's later civilian career by qualifying an individual for an entry-level job within a chosen career area. In addition, on-going military job training can further benefit Reservists' civilian careers by providing advanced job-related skills. This additional training for their employees provides a "value added" benefit to civilian companies.

In the second analyses (shown in Tables 5-5 and 5-6), we examined the civilian sector's effect on military occupations. During Operation Desert Shield/Desert Storm, there was concern about the financial effects of mobilization on self-employed professionals such as physicians and attorneys. Further, examining the military occupations of such individuals can provide a measure of the potential effect of mobilization on certain military occupations. A case in point is the mapping of some civilian occupations to similar military occupations (e.g., protective service jobs to military police). The mobilization of a Reserve military police unit in a small town can have an unexpectedly strong impact on the town's police or sheriff department. By examining the types of military jobs held by Reservists across the range of civilian jobs, it is possible to discern what types of private-sector occupations are involved with the Reserve forces through their employees. It is these civilian employers who may be targeted by a strong employer support program.

The discussion of these tables will not explain all the influences on the cross-occupational relationship. For Reservists, factors such as the time in their lives in which they receive occupational training, whether they receive civilian or military training, and individual preferences about the type of work influence how one sector affects the other. In addition, labor market issues such as occupational outlook, job availability, and work location influence the choice of civilian occupation. Variations in labor-force experience among civilians in similar occupations probably leads to differences in military occupational assignment. The availability of Reserve assignments in specific locations affects the choice of military occupations. Both affect the degree of match between the two sectors.

Table 5-3
Enlisted Reservists' Military Occupations by 1991 Civilian Occupations

Enlisted Military Occupations	Enlisted Civilian Occupations										Total			
	Executive, manag- rial	Profes- sional- special- ties	Tech- nicians	Sales	Adminis- trative Support	Private House- holds	Protec- tive Services	Other Services	Farming, Forestry, Fishing	Precision Production	Machine Operator	Trans- portation	Handlers, Laborers	
Infantry, gun crews, and seamanship specialists	7	6	4	7	9	0	11	8	2	19	10	6	12	101
Electronic equipment Repairers	9	12	16	5	7	0	4	3	1	30	4	3	7	101
Communications and intelligence specialists	9	10	7	8	11	0	8	7	1	14	9	5	10	99
Health care specialists	8	12	23	8	13	0	5	12	2	8	3	2	5	101
Other technical and allied specialists	10	15	7	8	7	0	16	6	1	14	7	4	6	101
Functional support and administration	16	9	5	9	25	0	6	6	1	9	5	4	6	101
Electrical/mechanical equipment repairers	6	5	4	5	7	0	5	4	2	39	9	6	8	100
Craftsmen	7	6	4	5	7	0	6	6	1	31	9	9	10	101
Service and supply handlers	7	5	3	6	9	0	12	12	2	14	9	10	11	100
Non-occupational	8	8	4	12	7	0	9	11	2	19	6	4	10	100

Note: Reservists without a civilian job or whose civilian job was missing or unknown were excluded. Percentages are expressed as the proportion of Reservists within the specific military occupation. Percentages sum across the rows that indicate military occupations. Percentages do not sum to 100 due to rounding.

Table 5-4
Reserve Officers' Military Occupations by 1991 Civilian Occupations

Officer Military Occupations	Officer Civilian Occupations										Total				
	Executive, manag- rial	Profes- sional, Special- ties	Tech- nicians	Sales	Adminis- trative Support	Private House- holds	Protec- tive Services	Other Services	Farming, Forestry, Fishing	Precision Production	Machine Craft & Repair	Machine Operator	Trans- portation	Handlers, Laborers	
General officers and executives	39	34	7	10	0	0	0	0	0	9	0	0	0	0	99
Tactical operations officers	27	26	20	10	4	0	6	1	1	4	1	1	1	1	102
Intelligence officers	30	39	5	7	5	0	8	1	1	2	0	0	0	1	99
Engineering and maintenance officers	26	40	5	7	6	0	2	1	0	11	1	1	1	1	101
Scientists and professionals	11	83	2	1	2	0	0	0	0	1	0	0	0	0	100
Health care officers	11	83	1	1	1	0	0	1	0	0	0	0	0	0	98
Administrators	41	25	4	7	7	0	11	1	0	3	1	0	0	0	100
Supply, procurement, and allied officers	41	26	4	9	8	0	4	2	1	4	1	1	1	1	102
Non-occupational	24	27	5	9	4	0	6	5	3	11	4	1	1	3	102

Note. Reservists without a civilian job or whose civilian job was missing or unknown were excluded. Percentages are expressed as the proportion of Reservists within the specific military occupation. Percentages sum across the rows that indicate military occupations. Percentages do not sum to 100 due to rounding.

Table 5-5
Enlisted Reservists' 1991 Civilian Occupations by Military Occupations

Enlisted Civilian Occupations	Enlisted Military Occupations									Non-Occupational	Total
	Infantry, Gun Crews, & Seamanship Specialists	Electronic Equipment Repairers	Communications & Intelligence Specialists	Health Care Specialists	Other Technical & Allied Specialists	Functional Support & Adminis-tration	Electrical/ Mechanical Equipment Repairers	Craftsmen	Service & Supply Handlers		
Executive, managerial	18	4	7	6	4	34	12	6	9	1	101
Professional specialties	18	7	9	11	7	23	11	6	7	2	101
Technicians	12	12	8	26	4	14	12	6	5	1	100
Sales	22	3	8	8	4	25	13	6	9	3	101
Administrative support	16	3	6	8	2	41	10	5	9	1	101
Private households	16	0	0	0	0	27	43	0	14	0	100
Protective services	30	2	7	4	6	13	12	6	17	2	99
Other services	24	2	7	12	3	15	11	7	18	3	102
Farming, forestry, fishing	29	4	6	7	2	9	20	6	16	2	101
Precision production, craft and repair	20	7	5	3	2	8	35	12	7	2	101
Machine operator	27	2	8	3	3	12	22	9	13	1	100
Transportation	24	3	6	2	2	12	19	12	19	1	100
Handlers, laborers	28	4	8	4	2	13	17	9	13	2	100

Note. Reservists without a civilian job or whose civilian job was missing or unknown were excluded. Percentages are expressed as the proportion of Reservists within the specific civilian occupation. Percentages sum across the rows that indicate civilian occupations. Percentages do not sum to 100 due to rounding.

Table 5-6
Reserve Officers' 1991 Civilian Occupations by Military Occupations

Officer Civilian Occupations	Officer Military Occupations						Supply, Procurement, & Allied Officers	Non-occupational	Total
	General Officers & Executives	Tactical Operations Officers	Intelligence Officers	Engineering & Maintenance Officers	Scientists & Professionals	Health Care Officers			
Executive, managerial	1	34	7	13	2	9	16	15	99
Professional specialties	1	19	6	12	11	40	6	6	102
Technicians	1	75	4	7	1	4	4	4	101
Sales	1	48	7	13	1	4	11	13	100
Administrative support	0	29	8	18	3	6	16	18	100
Private households	0	0	0	100	0	0	0	0	100
Protective services	0	44	12	6	0	2	25	10	101
Other services	0	23	7	12	0	27	9	14	100
Farming, forestry, fishing	0	50	13	10	5	0	4	10	9
Precision production, craft and repair	2	33	3	36	1	2	9	11	102
Machine operator	0	46	3	17	0	0	14	9	100
Transportation	0	48	3	16	1	5	7	17	100
Handlers, laborers	0	56	5	14	0	0	2	13	100

Note. Reservists without a civilian job or whose civilian job was missing or unknown were excluded. Percentages are expressed as the proportion of Reservists within the specific civilian occupation. Percentages sum across the rows that indicate civilian occupations. Percentages do not sum to 100 due to rounding.

Although our discussion of these relationships assumes a directionality, the data cannot reveal where or when an individual learned occupational skills or whether similarity between military and civilian sectors is necessarily good. Some prior-service Reservists may have been trained while on active duty for what are their current civilian occupations, but they selected dissimilar occupations in the Reserves. Alternatively, Reservists may have been trained in civilian occupations by private-sector employers and then joined specific units because those units gave them the opportunity to use their civilian skills. The data are most useful when considered from both perspectives.

Reservists' military occupations by civilian occupations. Tables 5-3 and 5-4 show enlisted and officer distributions of military occupations by civilian occupations. Percentages sum across the rows that indicate military occupations.

Across all military occupational areas, enlisted Reservists worked in a wide variety of civilian jobs that roughly paralleled their military occupations in 1991. Only five military occupational areas had 20 percent or more Reservists clustered in any single civilian occupation. These areas were electronic equipment repairers clustered in precision production, craft, and repair (30%); health care specialists clustered in technicians (23%); functional support and administration clustered in administrative support (25%); electrical/mechanical equipment repairers clustered in precision production, craft, and repair (39%); and craftsmen clustered in precision production, craft, and repair (31%).

In contrast to enlisted members, Reserve officers' civilian employment was not nearly as diverse. In 1991, two categories of civilian employment—executive, managerial and professional specialties—accounted for more than 50 percent of officers, regardless of their military occupations. Examples of this distribution of officers' military occupations by civilian occupations included scientists and professionals clustered in executive, managerial (11%) and professional specialties (83%); health care officers clustered in executive managerial (11%) and professional specialties (83%); engineering and maintenance officers clustered in executive, managerial (26%) and professional specialties (40%); intelligence officers clustered in executive, managerial (30%) and professional specialties (39%); and general officers and executives clustered in executive, managerial (39%) and professional specialties (34%).

Reservists' civilian occupations by military occupations. Tables 5-5 and 5-6 show enlisted and officer distributions of civilian occupations by military occupations. Percentages sum across the rows that indicate civilian occupations.

Civilian occupations are filled by enlisted Reservists from virtually every military job category. Most civilian occupations had relatively high proportions of Reservists with an infantry, gun crews, or seamanship specialists military occupation—proportions ranged from 12 percent to 30 percent. The civilian occupations with relatively lower proportions of enlisted Reservists in the infantry, gun crews, and seamanship occupations were technicians (12%); administrative support and private households (16% each); and executive, managerial and professional specialties (18% each). Most civilian occupations also had relatively high proportions of Reservists with a functional support and administration occupation and electrical/mechanical equipment repairers occupation.

These civilian occupations tended to have clusters of enlisted Reservists with relatively parallel military occupations. For example, civilian technicians served as health care specialists (26%) in their Reserve occupations. In addition, Reservists with civilian administrative support jobs had military jobs classified as functional support and administration (41%).

Among officers, percentages within each civilian occupation were influenced by the high proportion of officers who were tactical operations officers—the most frequent officer military occupation. For example, civilian occupations such as technicians and handlers/laborers were comprised of large proportions of tactical operations officers (75% and 56%, respectively). The precision production, craft, and repair occupation category was clustered in tactical operations officers (33%) and engineering and maintenance officers (36%). The other services occupation category was clustered in tactical operations officers (23%) and health care officers (27%). Similarly, administrative support was clustered in tactical operations officers (29%) and engineering and maintenance officers and supply, procurement, and allied officers (18% each).

Summary. Many factors influence Reservists' military and civilian occupations. The comparison of Reservists' military occupations with their civilian occupations showed that enlisted members worked in a wide range of civilian jobs. This was not the case for Reserve officers, however. The majority of officers tended to be employed in only two civilian areas: executive, managerial and professional specialties. This was especially true of Reserve officers who were trained in health care and scientists and professionals military occupations. It is likely that the broad range of civilian jobs categorized in these areas contributed to this finding. Although a causal relationship between Reservists' military and civilian jobs was not explored, the comparison of occupations provides useful data.

Management of Reserve Service and Civilian Jobs

Most Reservists' military obligations include drilling 1 weekend per month and attending 2 weeks of annual training. In addition, some members find it necessary to spend extra time at their Reserve jobs beyond their obligation time. Reservists who hold a civilian job function as "citizen-soldiers" must be able to meet their military and civilian obligations. Reservists' ability to meet the obligations and demands of their Reserve job can be affected by their civilian employers and work environment. This section presents information about Reservists' civilian employers' attitudes toward participation in the Reserves and the extent to which absences from civilian jobs were a problem.

Civilian Employers' Attitudes Toward Reserve Service

The 1992 *Reserve Components Surveys* asked Reservists to rate their immediate civilian supervisor's overall attitude toward their participation in the Reserves using a 5-point scale. More specifically, Question 107 reads:

What is your immediate (main) civilian supervisor's overall attitude toward your participation in the Guard/Reserve? Mark one.

- *Does not apply, I am not working at a civilian job.*
- *Does not apply, I am self-employed.*
- *Very favorable*
- *Somewhat favorable*
- *Neither favorable nor unfavorable*
- *Somewhat unfavorable*
- *Very unfavorable*

The following results reflect only the Reservists' opinions of what their supervisors thought about their participation in the Reserves. To provide a summary view, the five response options were collapsed into three categories. Table 5-7 presents results for all Reservists, by pay grade group, and by Reserve Component.

Table 5-7
Civilian Supervisors' Overall Attitudes Toward Participation in the Reserve by Pay Grade Group and Reserve Component

Pay grade Group and Reserve Component	Favorable	Neutral	Unfavorable
	Percent	Percent	Percent
Pay Grade Group			
All Enlisted	61	27	12
E1-E4	59	28	12
E5-E6	62	26	11
E7-E9	65	23	12
All Officers			
O1-O3	62	25	13
O4+	66	22	12
Reserve Components			
ARNG	63	25	12
USAR	62	27	12
USNR	63	27	10
USMCR	64	22	14
ANG	61	27	12
USAFR	61	27	12
USCGR	54	33	13
Total	62	26	12

Note. USAR and USAFR military technicians were instructed to skip this item. Reservists without a civilian job or who were self-employed were excluded. "Neutral" has been used in place of "neither favorable nor unfavorable."

Source. Question 107

The majority of Reservists (62%) believed that their employers viewed their participation in the Reserves favorably. Another one fourth (26%) of Reservists indicated that their employer was neither favorable nor unfavorable, and 12 percent indicated employers had an unfavorable attitude about participation in the Reserves. Although there was little difference by pay grade group, a larger proportion of Reserve officers responded favorably than did enlisted members (64% vs. 61%). Across the seven Reserve Components, USCGR members (54%) were the least likely to say that their civilian employer was favorable about participation in the Reserves.

Problems for Civilian Employers Caused by Reserve Service

Several aspects of Reserve service were assessed as potential problems for Reservists' civilian employers: absences from work to attend weekend drills or annual training, absences from work to spend extra time on Reserve duties, or spending time on the job on Reserve business. The survey included Question 108.

How much of a problem for your main employer (or for you, if self-employed) are each of the following? Mark on for each item.

Absence for weekend drills

Absence for Annual Training/ACDUTRA

Absence for extra time spent at Guard/Reserve

Time spent while at civilian work on Guard/Reserve business

The response options were:

- ***Serious problem***
- ***Somewhat of a problem***
- ***Slight problem***
- ***Not a problem***
- ***Does not apply***
- ***Don't know***

Nearly 7 out of 10 Reservists (67%) indicated that absences for attending weekend drills posed no problem for their civilian employer (see Table 5-8). Very few Reservists (3%) reported that attending drill weekends was a serious problem. This finding was not unexpected because the majority of civilian employment situations do not require weekend work.

Table 5-8
Extent to Which Reserve Activities Cause Problems for Reservists' Civilian Employers

Extent of Problem	Absence for Drill Weekends	Absence for Annual Training	Absence for Extra Time Spent at Guard/Reserve	Time Spent While at Civilian Work on Guard/Reserve Business
	Percent	Percent	Percent	Percent
Serious problem	3	7	7	8
Slight or somewhat of a problem	31	50	45	33
Not a problem	67	43	48	59
Total	101	100	100	100

Note. USAR and USAFR military technicians were instructed to skip this item. Reservists without a civilian job were excluded. Reservists who were self-employed were included. Response options "somewhat of a problem" and "slight problem" were combined. Percentages do not sum to 100 due to rounding.

Source. Question 108

Annual training attendance, an obligatory activity, was viewed as a more serious problem for employers than were the three other activities. More than one half (57%) of Reservists who had a civilian job or were self-employed said absence for annual training was a problem for their employer. Most annual training requires a 2-week attendance, often in the summer. Employers are required by statute to grant leave to Reservists (either with or without pay) to attend their 2 weeks of annual training. Employers are also prohibited from requiring Reservists to use earned vacation time for their military duties. Reservists may be absent from their civilian jobs for extended periods of time because of their annual training obligations and taking a personal vacation. Therefore, annual training is likely to be more disruptive to the workplace than absences for weekend drills.

Over one half (52%) of Reservists reported that their absences for extra time spent on Reserve duties caused problems for their employers. Although they indicated that time spent away from the job was problematic, the majority of Reservists (59%) said that spending time on Reserve business while at their civilian job was not a problem for their civilian employers.

The following sections provide an in-depth review of these Reserve activities by pay grade group and by Reserve Component.

Weekend drills. Although the majority of Reservists did not view weekend drills as a problem for their employer, more enlisted personnel (34%) than officers (29%) perceived a problem (see Table 5-9). Very few differences were noted among enlisted and officer pay grade groups in their perceptions about Reserve duty-civilian employment conflicts, but these differences showed a negative relationship to rank (i.e., more members in lower pay grade groups reported drill weekends as a problem, compared with fewer members in higher pay grade groups).

Table 5-9
Extent to Which Absence for Drill Weekends Was a Problem for Reservists' Civilian Employers by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Serious Problem	Slight or Somewhat of a Problem	Not a Problem
	Percent	Percent	Percent
Pay Grade Group			
All Enlisted	3	31	65
E1-E4	5	35	61
E5-E6	2	30	68
E7-E9	1	28	71
All Officers	2	27	72
O1-O3	2	28	70
O4+	1	25	74
Reserve Components			
ARNG	4	33	63
USAR	3	29	68
USNR	2	27	71
USMCR	5	40	55
ANG	2	28	70
USAFR	1	28	70
USCGR	2	29	69
Total	3	31	67

Note. USAR and USAFR military technicians were instructed to skip this item. Reservists without a civilian job were excluded. Reservists who were self-employed were included. Response options "somewhat of a problem" and "slight problem" were combined.

Source. Question 108

USMCR members were most likely to believe that absences for drill weekends were a problem for their civilian employers, with 45 percent reporting this to be a problem. The high concentration of junior enlisted members in the USMCR (more than 60% were E1-E4s) contributed to this result. A large portion of E1-E4s and USMCR members held civilian jobs in the retail trade industry. They frequently were employed as sales personnel and laborers. Such positions more often carry less seniority and control over schedule and may also require weekend work.

Annual training. More than one half (55%) of enlisted personnel perceived that annual training attendance was a problem for their employers as shown in Table 5-10. E1-E4s were more than twice as likely as Reservists from any other pay grade group to say that absences for annual training was a *serious* problem for their civilian employers. More than 1 in 10 (11%) E1-E4s said it was a serious problem, compared with 5 percent among E5-E6s and 4 percent among E7-E9s.

Compared with enlisted members, Reserve officers viewed absences for annual training as more of a problem for their civilian employer. The majority of officers (65%) said that absences for annual training created some type of a problem for their civilian employers.

Table 5-10
Extent to Which Absence for Annual Training Was a Problem for Reservists' Civilian Employers by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Serious Problem	Slight or Somewhat of a Problem	Not a Problem
	Percent	Percent	Percent
Pay Grade Group			
All Enlisted	7	48	45
E1-E4	11	57	43
E5-E6	5	54	46
E7-E9	4	54	46
All Officers	5	60	35
O1-O3	5	64	35
O4+	4	64	36
Reserve Components			
ARNG	9	48	43
USAR	7	48	45
USNR	5	54	41
USMCR	10	51	38
ANG	5	52	43
USAFR	4	52	44
USCGR	5	50	45
Total	7	50	43

Note. USAR and USAFR military technicians were instructed to skip this item. Reservists without a civilian job were excluded. Reservists who were self-employed were included. Response options "somewhat of a problem" and "slight problem" were combined.

Source. Question 108

There were few differences found across Reserve Components. USMCR (10%) and ARNG (9%) members were more likely than members of the other Reserve Components to say that annual training attendance was a serious problem.

Extra time spent at Reserve. The extent to which absences for extra Reserve time were reported as a problem for Reservists' civilian employers is presented in Table 5-11. About one half (49%) of all enlisted members said these absences were not a problem for their employer. Less than 1 in 10 (8%) perceived such absences to be a serious problem. Again, the extent of the reported problem was related to rank. A larger proportion of E1-E4s (10%) than E5-E6s (7%) and E7-E9s (5%) reported absences for extra Reserve time was a serious problem for their employer.

Reserve officers' perceptions of problems for this reason do not parallel earlier findings on extra time spent by enlisted and officer Reservists—38 percent of Reserve officers and 12 percent of enlisted members performed Reserve work at home or on their civilian job (refer to Table 2-8). Reserve officers were more likely than enlisted members to report that this extra time spent on Reserve duties was a problem for their civilian employers, as shown in Table 5-11. This finding may suggest that Reserve officers were more likely than enlisted members to hold critically important positions at their civilian jobs. Thus, Reserve officers felt that their employers were less accepting of those who were diverted from their job by Reserve work.

Table 5-11
Extent to Which Absence for Extra Reserve Time Was a Problem for Reservists' Civilian Employers by Pay Grade Group and Component

Pay Grade Group and Reserve Component	Serious Problem	Slight or Somewhat of a Problem	Not a Problem
	Percent	Percent	Percent
Pay Grade Group			
All Enlisted	8	43	49
E1-E4	10	42	48
E5-E6	7	44	49
E7-E9	5	44	50
All Officers	6	52	42
O1-O3	7	53	40
O4+	5	52	43
Reserve Components			
ARNG	8	45	47
USAR	7	43	50
USNR	6	43	52
USMCR	13	46	41
ANG	7	49	44
USAFR	8	51	41
USCGR	7	44	49
Total	7	45	48

Note. USAR and USAFR military technicians were instructed to skip this item. Reservists without a civilian job were excluded. Reservists who were self-employed were included. Response options "somewhat of a problem" and "slight problem" were combined.

Source. Question 108

Results among the seven Reserve Components were more varied than among pay grade groups. Once again, USMCR members were the most likely to feel that absence from their civilian jobs for extra time spent at Reserve was a *serious* problem for their employers.

Time spent at civilian job on Reserve business. Table 5-12 shows the extent to which Reservists believed spending time at civilian work on Reserve business caused problems for their civilian employer. The majority (59%) of Reservists said this was not a problem for their employer. Overall, more officers (40%) than enlisted personnel (31%) felt that this was a slight or somewhat of a problem for their civilian employers. There was little difference among pay grade groups in the proportion of Reservists who said it was a serious problem—8 percent among enlisted personnel and 9 percent among Reserve officers.

Table 5-12
Extent to Which Time Spent at Civilian Work on Reserve Business Was a Problem for Reservists' Civilian Employers by Pay Grade Group and Component

Pay Grade Group and Reserve Component	Serious Problem	Slight or Somewhat of a Problem	Not a Problem
	Percent	Percent	Percent
Pay Grade Group			
All Enlisted	8	31	60
E1-E4	9	40	60
E5-E6	8	39	62
E7-E9	8	35	57
All Officers	9	40	51
O1-O3	10	40	50
O4+	8	40	53
Reserve Components			
ARNG	8	33	59
USAR	9	34	58
USNR	8	33	58
USMCR	11	34	56
ANG	8	29	63
USAFR	8	34	58
USCGR	9	33	58
Total	8	33	59

Note. USAR and USAFR military technicians were instructed to skip this item. Reservists without a civilian job were excluded. Reservists who were self-employed were included. Response options "somewhat of a problem" and "slight problem" were combined.

Source. Question 108

The percentage of members who reported that spending time on Reserve business while at their civilian jobs was a problem was similar across Components. The only exception was the USMCR. As demonstrated in previous results, USMCR members were the most likely to indicate that this was a problem (45%).

Summary. Most employed Reservists (62%) felt that their employers had a favorable attitude toward their participation in the Reserves. Practically no differences were found among pay grade groups and among Reserve Components. When Reservists were asked about absences from their civilian jobs to meet their specific Reserve obligations, nearly 70 percent of Reservists felt that attending drill weekends posed no problem for their employer. This proportion was lowest, however, among USMCR members (55%). Opinions about absences for attending annual training were viewed somewhat less favorably; 43 percent said such absences were not a problem. These perceptions appeared to be related to pay grade group. For example, as pay grade group increased, the proportion of Reservists who felt absence for annual training was a serious problem decreased for both officers and enlisted members. This relationship was also found when Reservists were asked about potential employer problems related to extra time spent on Reserve activities. Officers were more likely than enlisted members (49% vs. 39%) to believe spending time on Reserve business at their civilian job was a problem for their employer.

"Opportunity Costs" of Reserve Service

Civilian employment affected Reservists' abilities to fulfill military duties and obligations. On the other hand, by meeting their Reserve commitments, some Reservists reported that their opportunities to earn extra or overtime pay on their civilian jobs were restricted. These opportunities were particularly important for enlisted members who were often employed in hourly pay jobs in which overtime pay could be earned.

The 1992 Reserve Component Surveys of officers and enlisted personnel and their spouses asked Reservists to indicate whether opportunities for overtime or extra pay were lost because of their Reserve obligations. Question 118 is shown below:

In 1991, did you lose opportunities for overtime/extra pay because of your Guard/Reserve obligations?

- Yes, frequently
- Yes, occasionally
- No

Table 5-13 shows considerable differences among the officer and enlisted pay grade groups and among the Reserve Components. Although nearly 6 out of 10 Reservists (59%) said they did not lose opportunities for overtime or extra pay due to their Reserve obligations, a much larger proportion of enlisted members (44%) than Reserve officers (21%) reported losing opportunities for overtime pay.

Table 5-13
Lost Opportunity for Overtime or Extra Pay by Pay Grade Group and Reserve Component

Pay Grade Group and Reserve Component	Yes, Frequently	Yes, Occasionally	No
	Percent	Percent	Percent
Pay Grade Group			
All Enlisted	14	30	56
E1-E4	15	30	54
E5-E6	13	31	56
E7-E9	11	25	64
All Officers	6	15	79
O1-O3	8	19	73
O4+	5	11	84
Reserve Components			
ARNG	14	30	56
USAR	12	26	62
USNR	12	26	62
USMCR	22	29	49
ANG	8	23	68
USAFR	12	27	61
USCGR	8	29	63
Total	13	28	59

Note. Reservists without a civilian job were instructed to skip this item.

Source. Question 118

Among enlisted members, Reservists in lower pay grade groups most often reported losing opportunities for overtime or extra pay. Forty-five percent of E1-E4 and 44 percent of E5-E6 Reservists said they lost such opportunities occasionally or frequently, compared with 36 percent among the E7-E9 group. The same pattern was found among officers.

USMCR and ARNG members most often reported losing overtime or extra pay opportunities. The USMCR was the only Reserve Component in which a majority of members (51%) said they lost these opportunities either frequently or occasionally.

Summary. Enlisted members were more likely than Reserve officers to report losing opportunities for overtime or extra pay due to their Reserve obligations (44% vs. 21%). This proportion was even higher among USMCR members (51%), probably because of the high proportion of E1-E4a in that Reserve Component. Overall, however, most Reservists (59%) said they did not lose such opportunities.

Time Off From Civilian Jobs for Reserve Duties

Most Reservists' military commitments included attending required weekend drills, going to annual training, and for some, attending military schooling. Reservists must make arrangements in their schedules to meet these commitments. Those with a civilian job may have a conflict between work and meeting these obligations. Reservists with a civilian job were asked how they got time off from their civilian job in order to meet their 1991 Reserve obligations. Question 119 asked about time off for each of three Reserve duties: required drills, annual training, and military schooling.

Which of the following describes how you got time off from your civilian job to meet your Guard/Reserve obligations in 1991? Mark all that apply in each column.

- ***Does not apply, I did not attend***
- ***I received military leave/leave of absence***
- ***I used vacation days***
- ***My Guard/Reserve obligations were on days which I did not work***

Weekend drills. For the majority of Reservists (70%), drill weekends occurred on days in which they did not normally work, and thus did not pose a problem for the employer (see Table 5-14). Twenty-eight percent of Reservists, however, used military leave or leave of absence for weekend drills, and a smaller proportion used vacation days (11%). The number of Reservists who took leave for drill weekends declined as pay grade group rose. More enlisted (30%) than officers (18%) took military leave for drill weekends. Junior enlisted Reservists were likely to have civilian jobs that frequently require weekend work such as laborers and retail sales. Civilian jobs held by officers were typically white-collar, managerial positions, which were less likely than enlisted jobs to have scheduled weekend work.

Table 5-14
How Reservists Got Time Off From Their Civilian Jobs for Weekend Drills by Pay Grade Group

Method of Time Off	Pay Grade Group							Total	
	Enlisted Personnel			Officers					
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers		
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Did not attend	6	3	3	4	3	6	5	4	
Military leave/leave of absence	35	29	22	30	20	16	18	28	
Vacation days	9	11	14	10	11	12	12	11	
Nonworkdays	63	71	76	69	78	79	78	70	

Note. Reservists without a civilian job or who were self-employed were instructed to skip this item. Percentages sum to more than 100 percent because more than one response could be marked.

Source. Question 119

Although the largest percentage of members within each Reserve Component attended drill weekends on nonworkdays, there was some disparity among Components in how many Reservists used military leave or leave of absence (see Table 5-15). USMCR (39%) and ARNG (33%) members most often used military leave. Vacation days were most often used by USAFR (16%) and USCGR (15%) members. Earlier it was shown that USAFR members worked most often in executive and managerial jobs, and USCGR members most often held protective services positions.

Table 5-15
How Reservists Got Time Off From Their Civilian Jobs for Weekend Drills by Reserve Component

Method of Time off	Reserve Component							Total Percent
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Did not attend	4	6	4	5	1	3	2	4
Military leave/ leave of absence	33	28	20	39	23	25	23	28
Vacation days	11	10	9	12	8	16	15	11
Nonworkdays	67	69	77	58	78	73	77	70

Note. Reservists without a civilian job or who were self-employed were instructed to skip this item. Percentages sum to more than 100 percent because more than one response could be marked.

Source. Question 119

Annual training. Over two thirds (70%) of Reservists used military leave or leave of absence from their civilian job to attend annual training during 1991 (see Table 5-16). One fifth (20%) of all Reservists used vacation days. Federal law requires that civilian employers allow Reservists to return to their same job (and pay) after completing their annual training obligation. Reservists are permitted to use vacation time for this purpose, but employers cannot require them to do so. A substantial proportion (17%) of E1-E4s reported not attending annual training during 1991. Overall, Reservists were more likely to use earned vacation days for annual training as pay grade group increased. Vacation days were used by 16 percent of E1-E4 Reservists and by 31 percent of the O4+s group.

Table 5-16
How Reservists Got Time Off From Their Civilian Jobs for Annual Training by Pay Grade Group

Method of Time Off	Pay Grade Group							Total	
	Enlisted Personnel			Officers					
	E1-E4 Percent	E5-E6 Percent	E7-E9 Percent	All Enlisted Percent	O1-O3 Percent	O4+ Percent	All Officers Percent		
Did not attend	17	7	5	10	9	6	7	10	
Military leave/leave of absence	61	74	80	70	73	74	73	70	
Vacation days	16	19	24	19	23	31	27	20	
Nonworkdays	16	10	8	12	10	10	10	12	

Note. Reservists without a civilian job or who were self-employed were instructed to skip this item. Percentages sum to more than 100 percent because more than one response could be marked.

Source. Question 119

Overall, there was little difference across Reserve Components in how members obtained time off to attend annual training (see Table 5-17). In six of the seven Components, nearly equal proportions of Reservists took military leave or used vacation days. Relative to Reservists in other Components, considerably fewer USMCR members took military leave (57%). This is probably related to the earlier finding that USMCR members had lower attendance at annual training than did other Reservists: 22 percent reported not attending annual training during 1991. As discussed earlier, the large number of USMCR units that were mobilized for Operation Desert Shield/Desert Storm probably explains both the lower attendance and lower use of military leave.

Table 5-17
How Reservists Got Time Off From Their Civilian Jobs for Annual Training by Reserve Component

Method of Time Off	Reserve Component							Total
	ARNG Percent	USAR Percent	USNR Percent	USMCR Percent	ANG Percent	USAFR Percent	USCGR Percent	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Did not attend	9	13	8	22	6	6	10	10
Military leave/leave of absence	70	68	72	57	74	75	73	70
Vacation days	19	20	22	19	22	21	18	20
Nonworkdays	12	11	10	11	13	13	11	12

Note. Reservists without a civilian job or who were self-employed were instructed to skip this item. Percentages sum to more than 100 percent because more than one response could be marked.

Source. Question 119

Military school. In contrast to the proportion of Reservists who sought time off from their civilian employer to attend required drills and annual training during 1991, Table 5-18 shows that much smaller proportions of Reservists did so to attend military school. About one half of Reservists attended military school during 1991, and those who attended were most likely to have used military leave (32%). About 13 percent used vacation days to attend school, with more officers (21%) than enlisted personnel (12%) doing so. Again, the use of vacation days to fulfill this Reserve obligation rose with pay grade group. Among enlisted Reservists, 23 percent of E7-E9 Reservists used vacation days for military school. In contrast, only 6 percent of the E1-E4 and 14 percent of the E5-E6 pay grade groups used vacation days for this purpose.

Table 5-18
How Reservists Got Time Off From Their Civilian Jobs for Military Schooling by Pay Grade Group

Method of Time Off	Pay Grade Group							Total Percent	
	Enlisted Personnel				Officers				
	E1-E4 Percent	E5-E6 Percent	E7-E9 Percent	All Enlisted Percent	O1-O3 Percent	O4+ Percent	All Officers Percent		
	Percent	Percent	Percent	Percent	Percent	Percent	Percent		
Did not attend	54	49	46	51	43	54	58	50	
Military leave/ leave of absence	31	34	32	32	36	24	31	32	
Vacation days	6	14	23	12	20	22	21	13	
Nonworkdays	13	10	7	11	9	8	8	10	

Note. Reservists without a civilian job or who were self-employed were instructed to skip this item. Percentages sum to more than 100 percent because more than one response could be marked.

Source. Question 119

Except for the USNR and the USCGR, there were few differences among the seven Components in how Reservists got time off from their civilian jobs for military schooling (see Table 5-19). Almost three fourths (74%) of USNR and two thirds (63%) of USCGR members reported that they did not attend military school during 1991.

Table 5-19
How Reservists Got Time Off From Their Civilian Jobs for Military Schooling by Reserve Component

Method of Time Off	Reserve Component							Total Percent
	ARNG Percent	USAR Percent	USNR Percent	USMCR Percent	ANG Percent	USAFR Percent	USCGR Percent	
Did not attend	42	45	74	56	53	53	63	50
Military leave/leave of absence	36	36	15	31	32	30	26	32
Vacation days	17	14	7	6	12	15	9	13
Nonworkdays	12	12	6	11	9	8	7	10

Note. Reservists without a civilian job or who were self-employed were instructed to skip this item. Percentages sum to more than 100 percent because more than one response could be marked.

Source. Question 119

Summary. Employed Reservists often must make arrangements with their civilian employers for time off from their jobs to meet Reserve obligations. For weekend drills, Reservists most often drilled on days in which they did not work (70%). Twenty-eight percent reported using military leave or a leave of absence. USMCR members were least likely of all Reservists (58%) to report that their weekend drills took place on nonworkdays.

Most (70%) Reservists who attended annual training in 1991 reported using military leave or leave of absence in order to attend. There were few differences found among the seven Reserve Components, but proportionally fewer (57%) USMCR members took military leave. This was probably due to their lower attendance at annual training relative to the other Components. Compared with drill weekends and annual training, Reservists were less likely to attend military school. Among those who did, about one third (32%) used military leave or leave of absence from their civilian jobs to get time off. There were also large differences by Component in the proportion of Reservists who reported attending military school in 1991.

Payment for Reserve Duties

Reservists who held a civilian job during 1991 were asked how they were paid for the time taken from their civilian jobs to attend required weekend drills and annual training. For these two primary Reserve duties, Question 120 asked:

Which of the following describes how you were paid for the time you took from your civilian job for Guard/Reserve obligations in 1991? Mark all that apply in each column.

- *Does not apply, I did not attend*
- *I received full civilian pay as well as military pay*
- *I received partial civilian pay as well as military pay*
- *I received only military pay*
- *My Guard/Reserve obligations were on days on which I did not work*

Reservists receive military pay for attending weekend drills and annual training. Although required to give Reservists time off to meet these military obligations, civilian employers are not required to pay them during their absences.

Weekend drills. Almost one half (46%) of Reservists attended required drills on nonworkdays, and the majority (54%) received only military pay, as shown in Table 5-20. Slightly over 1 in 10 Reservists reported receiving partial (3%) or full (11%) civilian pay in addition to their military pay for attending drill weekends during 1991.

Pay grade group was negatively related to receiving only military pay. Among enlisted Reservists, two thirds (67%) of E1-E4s, more than one half (53%) of E5-E6s, and 42 percent of E7-E9s received only military pay for attending required drills. More junior officers (44%) than senior officers (34%) received only military pay. Only slight differences existed in the number of Reservists who reported receiving partial or full civilian pay in addition to their military pay.

Table 5-20
How Reservists Were Paid for Required Drills by Pay Grade Group

Method of Payment	Pay Grade Group								Total	
	Enlisted Personnel				Officers					
	E1-E4	E5-E6	E7-E9	All Enlisted	O1-O3	O4+	All Officers			
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent		
Did not attend	5	2	2	3	3	6	4	4		
Full civilian and military pay	8	12	13	11	12	15	13	11		
Partial civilian and military pay	4	3	2	3	2	2	2	3		
Military pay only	67	53	42	57	44	34	39	54		
Nonworkdays	36	47	58	44	56	59	57	46		

Note. Reservists without a civilian job or who were self-employed were instructed to skip this question. Percentages sum to more than 100 percent because more than one response could be marked.

Source. Question 120

Table 5-21 shows that USMCR (69%) and ARNG (60%) members were most likely to receive only military pay. Relative to the other Reserve Components, an unusually high proportion of USCGR members (20%) received full civilian pay and military pay.

Table 5-21
How Reservists Were Paid for Required Drills by Reserve Component

Method of Payment	Reserve Component							Total
	ARNG Percent	USAR Percent	USNR Percent	USMCR Percent	ANG Percent	USAFR Percent	USCGR Percent	
Did not attend	3	6	3	3	2	3	1	4
Full civilian and military pay	11	11	10	9	11	14	20	11
Partial civilian and military pay	4	3	3	4	2	3	3	3
Military pay only	60	53	46	69	48	48	36	54
Nonworkdays	41	46	55	29	55	51	58	46

Note. Reservists without a civilian job or who were self-employed were instructed to skip this question. Percentages sum to more than 100 percent because more than one response could be marked.

Source. Question 120

Annual training. Table 5-22 shows how Reservists were paid for the time taken from their civilian job in order to meet their 1991 annual training obligation. The largest proportion (45%) of Reservists received only military pay for attending annual training in 1991. A smaller proportion (32%) of Reservists received both full civilian and military pay.

Pay grade group was related to receiving more than military pay for annual training. Reserve officers (44%) were more likely than enlisted members (29%) to receive both full civilian and military pay for their 1991 annual training obligation. Smaller proportions of officers than enlisted personnel received only military pay (31% vs. 47%). Junior enlisted Reservists (E-1-E4s) most often received only military pay for attending annual training during 1991 (62%), but relatively small proportions of this pay grade group received partial (9%) or full (13%) pay from their civilian employer.

Table 5-22
How Reservists Were Paid for Annual Training by Pay Grade Group

Method of Payment	Pay Grade Group							Total	
	Enlisted Personnel				Officers				
	E1-E4 Percent	E5-E6 Percent	E7-E9 Percent	All Enlisted Percent	O1-O3 Percent	O4+ Percent	All Officers Percent		
Did not attend	14	6	4	9	8	6	7	8	
Full civilian and military pay	13	35	53	29	38	50	44	32	
Partial civilian and military pay	9	17	18	14	17	18	17	15	
Military pay only	62	43	25	47	36	26	31	45	
Nonworkdays	7	6	5	6	7	8	7	6	

Note. Reservists without a civilian job or those who were self-employed were instructed to skip this question. Percentages sum to more than 100 percent because more than one response could be marked.

Source. Question 120

Table 5-23 presents how Reservists in the various Components were paid for annual training. Consistent with results presented earlier, an unusually large proportion of USMCR members (18%) reported not attending annual training in 1991. In comparison to members of the other Reserve Components, the proportion was also high among USAR members (12%). Over one half of USMCR (57%) and ARNG (52%) members received only military pay for attending annual training during 1991. USCGR (48%) and ANG (44%) members were somewhat more likely than Reservists from the other Components to receive full civilian and military pay for annual training. Roughly equal numbers of members from each Reserve Component received partial civilian pay and military pay.

Table 5-23
How Reservists Were Paid for Annual Training by Reserve Component

Method of Payment	Reserve Component							Total
	ARNG	USAR	USNR	USMCR	ANG	USAFR	USCGR	
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	
Did not attend	7	12	8	18	5	5	8	8
Full civilian and military pay	28	30	32	14	44	37	48	32
Partial civilian and military pay	12	13	20	11	17	20	17	15
Military pay only	52	45	39	57	32	37	25	45
Nonworkdays	6	7	5	4	8	8	7	6

Note. Reservists without a civilian job or those who were self-employed were instructed to skip this question. Percentages sum to more than 100 percent because more than one response could be marked.

Source. Question 120

Summary. Civilian employers, though not required to pay Reservists when they attend weekend drills, must allow them time off to attend. Of the Reservists who reported being paid for required drills, most (54%) received only military pay for required drills during 1991. A small proportion (11%), reported receiving both military pay and full civilian pay. USCGR members were the most likely to receive both types of pay (20%). About one half (45%) of the Reservists received only military pay for annual training. Nearly one third (32%) said they received both their military pay and their civilian pay. Officers (44%) were more likely than enlisted members (29%) to report being paid from both sources for attending annual training. Relative to all Reservists combined, an unusually large proportion of ANG and USCGR members received full payment from both the military and their civilian employer (44% and 48%, respectively).

Chapter Summary

Similarity of Reservists' civilian jobs and Reserve duties. Almost 86 percent of Reservists held civilian jobs (other than a military technician position) in addition to their military jobs. The majority (62%) of them reported that their civilian jobs were "not similar at all" to their military jobs. One fifth (22%) reported that their civilian jobs were "similar" or "very similar" to their military job. ARNG and USMCR members most frequently reported that their military and civilian jobs were "not similar at all" (70 % or more).

Comparison of Reservists' primary military occupational specialty with their civilian occupations. The major categories of military occupations were very different from the major categories of civilian occupations. Nevertheless, for enlisted personnel, some correlation was observed between military and civilian occupations in several military occupational groups. Enlisted Reservists working as electronic equipment repairers, electrical/mechanical equipment repairers, or craftsmen in their military occupations were often employed in precision production, craft, and repair in their civilian occupation. Enlisted Reservists employed in functional support and administration in their military occupation often worked in administrative support in their civilian occupation.

Reserve officers exhibited a starkly different pattern. Regardless of their military occupation, Reserve officers were most often employed in their civilian jobs as executives, administrators, managers, or professionals.

The correlation between military and civilian occupation may also be examined from the point of view of the distribution of military occupations within each civilian occupation. Among enlisted Reservists, those employed in their civilian position as executives, administrators, managers, or administrative support personnel often worked in their military jobs as functional support and administrative personnel. Reservists who worked in protective services or as machine operators, handlers, or laborers in their civilian jobs were often classified as infantry, gun crews, and seamanship specialists in their military occupations.

Regardless of their civilian occupation, the most common military occupation for Reserve officers was tactical operations officers. For example, approximately three fourths of Reserve officers working as technicians in their civilian occupation worked as tactical operations officers in their military job. Reserve officers working as professionals in their civilian jobs often worked as health care officers in their military jobs.

Civilian employers' attitudes toward Reserve service. The majority of Reservists (62%) reported that their civilian employer had a favorable attitude toward their participation in Reserve duties; only 1 in 8 (12%) reported an unfavorable attitude. This finding did not vary greatly across the seven Reserve Components.

Problems for civilian employers caused by Reserve service. Between one third and one half of Reservists reported that their employers viewed their participation in Reserve activities as a "slight problem" or "somewhat of a problem." The proportion was largest with respect to the 2-week absence for annual training and absence due to extra time spent in Reserve activities. Absence for weekend drills was viewed as least problematic.

Annual training absences were cited as a problem more often by Reserve officers than by enlisted Reservists. However, Reservists in the E1-E4 pay grade group cited annual training to be a serious problem more than twice as often as did Reservists in other groups. Spending time on Reserve activities while at the civilian job was more often reported to be problematic for employers of officers than for employers of enlisted personnel. Among Reservists in the various Reserve Components, USMCR members were most likely to report that spending extra time in Reserve activities constituted a serious problem for their civilian employers.

Problems with drill weekends were more common among employers of Reservists in pay grade group E1-E4 and USMCR members. In contrast, many of these Reservists held civilian jobs that were part-time and in retail trade, often requiring weekend work.

"Opportunity costs" of Reserve service. Less than one third of Reservists reported that they lost opportunities for overtime or extra pay from their civilian jobs due to Reserve participation. This proportion decreased as the pay grade group increased.

Time off from civilian jobs for Reserve duties. Over two thirds of Reservists used nonworkdays to participate in weekend drills. A significant fraction of Reservists had to use military leave or leave of absence from their civilian jobs to participate in weekend drills. This fraction ranged from one sixth for senior officers to one third for E1-E4 Reservists. USMCR and ARNG members were more likely than Reservists in the other Components to use military leave or leave of absence.

In contrast, over two thirds of Reservists used military leave or a leave of absence in order to participate in annual training. Military leave or leave of absence from the civilian job was also the most frequent means of allocating time for attending military school. Reservists in the higher pay grade groups used vacation time more often for annual training and military schooling than did Reservists in the lower pay grade groups. This finding can be attributed to the fact that members in the higher pay grade groups tended to have more vacation time available.

Payment for Reserve duties. Reservists receive military pay for attending weekend drills and annual training. Civilian employers are required to give Reservists time off to meet these military obligations but are not required to pay for the time away from the job. Although almost one half of Reservists attended weekend drills when they would otherwise be at their civilian job, only about one in seven Reservists received any pay from their civilian employer for time spent in weekend drills. USCGR members were most likely to receive some compensation from their civilian employer for time spent on weekend drills.

Nearly 95 percent of Reservists attended annual training when they would otherwise be at their civilian job. Except for members in the E1-E4 pay grade group, the majority of Reservists received at least some compensation from their civilian employer for participating in this Reserve duty. Of those employers who provided some compensation, more than two thirds accorded Reservists full civilian pay during their 2-week annual training period. USMCR and ARNG members were least likely to receive any compensation from their civilian employers for time spent in annual training.

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APPENDIX A

Questionnaires

1992 Reserve Components Survey of Officers

1992 Reserve Components Survey of Enlisted Personnel

1992 Reserve Components Survey of Spouses

1992 Reserve Components Survey of Officers

The National Guard and Reserve Components are conducting a survey of Guard/Reserve personnel. You have been selected to participate in this important survey. Please read the instructions before you begin the questionnaire.

PRIVACY NOTICE

AUTHORITY: 10 U.S.C. 136

PRINCIPAL PURPOSE OR PURPOSES:
Information collected in this survey is used to sample attitudes and/or discern perceptions of social problems observed by the Guard and Reserve Components members and to support additional manpower research activities. This information will assist in the formulation of policies which may be needed to improve the environment for Reserve Components members and families.

ROUTINE USES: None

DISCLOSURE: Your survey instrument will be treated as confidential. All identifiable information will be used only by persons engaged in, and for the purposes of, the survey. It will not be disclosed to others or used for any other purpose. Only group statistics will be reported.

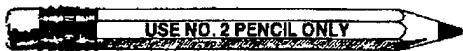
Your participation in the survey is voluntary. Failure to respond to any questions will not result in any penalty. However, your participation is encouraged so that the data will be complete and representative.

OFFICE USE ONLY

- PN
- NR
- RF
- NE

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a **No. 2 pencil**.

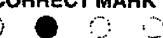


- Make heavy black marks that fill the circle for your answer.
- Please do not make stray marks of any kind.

INCORRECT MARKS



CORRECT MARK



- Sometimes you will be asked to "Mark one." When this instruction appears, mark the one best answer.

Example:

In what month are you completing the survey?

- August
- September
- October
- November
- December
- January
- February

If your answer is "September," then just mark that one circle.

- Sometimes you will be asked to "Mark all that apply." When this instruction appears, you may mark more than one answer.

Example:

In which components have you served? Mark all that apply.

- Active Army (USA)
- Army National Guard (ARNG)
- Army Reserve (USAR)
- Active Navy (USN)
- Naval Reserve (USR)
- Active Air Force (USAF)
- Air National Guard (ANG)
- Air Force Reserve (USAFR)
- Active Marine Corps (USMC)
- Marine Corps Reserve (USMCR)
- Active Coast Guard (USCG)
- Coast Guard Reserve (USCGR)

If your answer is "Active Army (USA)" and "Army Reserve (USAR)," then mark the two circles clearly.

- Answers to some of the questions will be on a **SEVEN-POINT SCALE**.

Example:

How satisfied are you with the opportunities you have for promotion in your unit?



If your answer is "VERY DISSATISFIED," you would darken the circle for number 1.

If your answer is "VERY SATISFIED," you would darken the circle for number 7.

If your opinion is somewhere in between, you would darken the circle for number 2 or 3 or 4 or 5 or 6.

- If you are asked to give numbers for your answer, please record as shown below.

Example:

How old were you on your last birthday?

If your answer is 24...

Write the numbers in the boxes, making sure that the last number is always placed in the right-hand box.

Fill in the unused boxes with zeros.

Then darken the circle for the matching number below each box.

Age Last Birthday
Write the number
in the boxes. →

2	4
0	1
1	2
3	4
4	5
5	6
6	7
7	8
8	9
9	

Then fill in the →
matching circles.

I LOCATION

- 1. In what month are you completing the survey? Mark one.**
- August
 September
 October
 November
 December
 January
 February
- 2. Which of the following best describes the type of place where you are living now? Mark one.**
- In military housing on a base/installation
 In a large city (over 250,000)
 In a suburb near a large city
 In a medium-sized city (50,000-250,000)
 In a suburb near a medium-sized city
 In a small city or town (under 50,000)
 On a farm or ranch
 In a rural area but not on a farm or ranch
- 3. How long have you lived in your present neighborhood? Mark one.**
- Less than a year
 1-2 years
 2-3 years
 3-5 years
 5 years or more

II MILITARY BACKGROUND

- 4. Of which Reserve Component are you a member? Mark one.**
- Army National Guard (ARNG)
 Army Reserve (USAR)
 Naval Reserve (USNR)
 Marine Corps Reserve (USMCR)
 Air National Guard (ANG)
 Air Force Reserve (USAFR)
 Coast Guard Reserve (USCGR)
- 5. What is your present pay grade? Mark one.**
- | | | |
|-----------------------------------|--------------|-----|
| <input type="radio"/> O-1 or O1-E | O-5 | W-1 |
| <input type="radio"/> O-2 or O2-E | O-6 | W-2 |
| <input type="radio"/> O-3 or O3-E | O-7 or above | W-3 |
| <input type="radio"/> O-4 | | W-4 |
- 6. When do you expect to get your NEXT PROMOTION to a higher pay grade? Mark one.**
- In less than 3 months
 3-6 months from now
 7-9 months from now
 10-12 months from now
 13-18 months from now
 19 months to 2 years from now
 25 months to 3 years from now
 More than 3 years from now
 Does not apply, I don't expect any more promotions
- 7. In what year did you first enter any branch of the military? (If you first entered in the Active Force, record the year you first entered the Active Force.)**
- Write the number in the boxes. → **19**
- Then fill in the matching circles.
- | Year | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) |
|------|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| 1 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
- 8. Through which of the following officer procurement programs did you obtain your commission/warrant? Mark one.**
- Academy Graduate (USMA, USNA, USAFA, USCGA)
 Academy Graduate (U.S. Merchant Marine Academy)
 ROTC/NROTC (scholarship)
 ROTC/NROTC (non-scholarship)
 OCS/AOCS/OTS/PLC
 Aviation Cadet
 National Guard State OCS
 ANG Academy of Military Science (AMS)
 Direct appointment (professional-medical, dental, JAG, chaplain)
 Direct appointment (all others)
 Aviation training program (exclusive of OCS/AOCS/OTS/PLC)
 Direct appointment as a commissioned officer
 Direct appointment as a warrant officer
 Warrant Officer Entry Level Training
 Other

USE NO. 2 PENCIL ONLY

9. When you **first entered** the military, in which component did you serve? Do not include as active service, service for basic and initial training only. Mark one.

- Active Army (USA)
- Army National Guard (ARNG)
- Army Reserve (USAR)
- Active Navy (USN)
- Naval Reserve (USNR)
- Active Air Force (USAF)
- Air National Guard (ANG)
- Air Force Reserve (USAFR)
- Active Marine Corps (USMC)
- Marine Corps Reserve (USMCR)
- Active Coast Guard (USCG)
- Coast Guard Reserve (USCGR)

10. In which components have you served? Do not include as active service, service for basic and initial training only. Mark **all** that apply.

- Active Army (USA)
- Army National Guard (ARNG)
- Army Reserve (USAR)
- Active Navy (USN)
- Naval Reserve (USNR)
- Active Air Force (USAF)
- Air National Guard (ANG)
- Air Force Reserve (USAFR)
- Active Marine Corps (USMC)
- Marine Corps Reserve (USMCR)
- Active Coast Guard (USCG)
- Coast Guard Reserve (USCGR)

11. In all, to the nearest year, how long have you served in the Guard/Reserve? Do not include active duty years.

- Less than 1 year

Years	
(0)	(0)
(1)	(1)
(2)	(2)
(3)	(3)
(4)	(4)
(5)	
(6)	
(7)	
(8)	
(9)	

12. In all, to the nearest year, how long did you serve in the **Active Force** on active duty? Do not include your initial active duty training for the Guard/Reserve. Include service as FTS-AGR/TAR.

- I have never served in the Active Force
- Less than 1 year

Years	
0	0
1	1
2	2
3	3
4	4
5	
6	
7	
8	
9	

13. When you finally leave the Guard/Reserve, how many **total** years of service do you expect to have? (Include active duty years.)

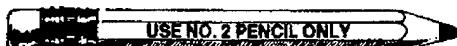
Years	
0	0
1	1
2	2
3	3
4	4
5	
6	
7	
8	
9	

14. Are you in a different unit now than you were two years ago? Mark one.

- I have not been in the Guard/Reserve for two years, GO TO QUESTION 17
- No, I am in the same unit, GO TO QUESTION 17
- Yes, in a different unit but in the same component
- Yes, in a different unit in a different component

15. Why did you change units? Mark **all** that apply.

- I was offered a promotion
- Promotion was more likely in new unit
- I relocated away from the previous unit
- I wanted to retrain in a different skill
- I like the job better in my new unit
- I like the people better in my new unit
- My old unit was disestablished
- Other reasons



16. Did you have to retrain in a new skill when you changed units?

- Yes
 No

17. Were you mobilized/activated/called-up as a Reservist during Operation Desert Shield/Desert Storm?

Mark all that apply.

- No, GO TO QUESTION 19
 Yes, deployed to Persian Gulf area
 Yes, deployed to other overseas location
 Yes, deployed in the United States
 Yes, stayed in my local community

18. How many months were you mobilized/activated/called-up?

Number Months

0	0
1	1
2	2
3	3
4	4
5	
6	
7	
8	
9	

III MILITARY PLANS

19. When you originally became a member of the Guard/Reserve, how many years were you obligated to serve? Mark one.

- No original obligation
 1 year or less
 2 years
 3 years
 4 years
 5 years
 6 years
 7 years
 8 years
 Don't know

20. Do you have a current obligation or term of service?

- Yes
 No, GO TO QUESTION 23

21. In what month and year will you complete your current obligation or term of service?

A

Month

- January
 February
 March
 April
 May
 June
 July
 August
 September
 October
 November
 December

B

Year

199

①	②
③	④
⑤	⑥
⑦	⑧
⑨	⑩

- Don't know

22. At the completion of your obligation or term of service, how likely are you to continue to participate in the Selected Reserve of the Guard/Reserve?

- (0 in 10) No chance
 (1 in 10) Very slight possibility
 (2 in 10) Slight possibility
 (3 in 10) Some possibility
 (4 in 10) Fair possibility
 (5 in 10) Fairly good possibility
 (6 in 10) Good possibility
 (7 in 10) Probable
 (8 in 10) Very probable
 (9 in 10) Almost sure
 (10 in 10) Certain

23. When you finally leave the Guard/Reserve, what pay grade do you think you will have? Mark one.

- | | | |
|---------------------------|------------------------------------|---------------------------|
| <input type="radio"/> O-1 | <input type="radio"/> O-5 | <input type="radio"/> W-1 |
| <input type="radio"/> O-2 | <input type="radio"/> O-6 | <input type="radio"/> W-2 |
| <input type="radio"/> O-3 | <input type="radio"/> O-7 or above | <input type="radio"/> W-3 |
| <input type="radio"/> O-4 | | <input type="radio"/> W-4 |
| | | <input type="radio"/> W-5 |

USE NO. 2 PENCIL ONLY

24. Below are some reasons people have for DECIDING TO LEAVE the National Guard/Reserve. If you decide to leave the Guard/Reserve at the end of your current term, which of these would be your most important reason for leaving? Which would be your second most important reason for leaving?
(Mark one reason under each column.)

I WOULD LEAVE THE GUARD/RESERVE BECAUSE:

(A) Most Important Reason (B) Second Most Important Reason

- a. I am not eligible to reenlist
- b. I am moving to another area
- c. It is too hard to get to my Guard/Reserve unit
- d. I need the time for my education
- e. My unit drills conflict with my civilian job
- f. My unit drills conflict with my family activities
- g. I want more leisure time
- h. I don't like my unit's training
- i. My unit doesn't have modern equipment for training
- j. I'm bored with unit activities
- k. The pay is too low
- l. Promotions are too slow
- m. I've had too many problems getting paid
- n. Problems caused by mobilization/activation/deployment

25. How likely are you to stay in the Guard/Reserve until qualified for retirement? Assume that all special pays which you currently receive are still available. Mark one.

- (0 in 10) No chance
- (1 in 10) Very slight possibility
- (2 in 10) Slight possibility
- (3 in 10) Some possibility
- (4 in 10) Fair possibility
- (5 in 10) Fairly good possibility
- (6 in 10) Good possibility
- (7 in 10) Probable
- (8 in 10) Very probable
- (9 in 10) Almost sure
- (10 in 10) Certain

26. Do you plan to elect the Reserve Components Survivor Benefit Plan (SBP) when eligible?

- Does not apply, I don't plan to remain until 20 years
- I have already elected to participate
- I have already elected not to participate
- Yes, upon receipt of my 20-year letter
- Yes, when I am 60 years old
- No
- Uncertain, I am not aware of the plan at all
- Uncertain, I don't understand the plan clearly
- Uncertain, I have not made up my mind

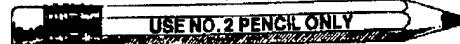
27. How concerned are you about the following as a result of current talk about force reductions in the Guard/Reserve?
Mark one for each item.

Very Greatly Concerned Greatly Concerned Moderately Concerned Somewhat Concerned Not At All Concerned

- a. Your long-term opportunities in the Guard/Reserve
- b. The financial burden on you and/or your family should you have to leave the Guard/Reserve unexpectedly
- c. Impact of my unit closing on my community

28. The questions below are about your preparedness. Mark one for each item.

	Yes	No	Don't Know	Does Not Apply
a. Do you have a current written will?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Does anyone currently hold your power-of-attorney?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Do you have life insurance other than SGLI/VGLI?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Have you filled out a record of emergency data?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Does your spouse or next-of-kin know where to find your papers?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Do you verify/update annually your record of emergency data?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



29. If you were to be called up, how much of a problem would each of the following be for you or your family?
Mark one number for each item.

	A Serious Problem	Not A Problem	Don't Know	Does Not Apply
a. Employer problems at the beginning of the mobilization/activation/call-up	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
b. Employer problems when you returned to your job	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
c. Getting the same job back after returning	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
d. Loss of civilian health benefits during the call-up	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
e. Loss of seniority, promotion opportunity, or job responsibility on civilian job	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
f. Loss of income during the call-up	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
g. Attitudes of supervisor or co-workers upon return	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
h. Business or medical practice would be damaged	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
i. Problems for patients, clients, customers	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
j. Spouse would need work but would not find job	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
k. Increased family problems	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
l. Increased chances for a marital separation or divorce	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
m. Problems for children	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
n. Burden on spouse	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○
o. Child care during the call-up	① ② ③ ④ ⑤ ⑥ ⑦	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○	○ ○ ○ ○ ○ ○ ○

30. People participate in the Guard/Reserve for many reasons. How much have each of the following contributed to your most recent decision to stay in the Guard/Reserve? Mark one for each item.

	Major Contribution	Moderate Contribution	Minor Contribution	No Contribution
a. Serving the country	○	○	○	○
b. Using educational benefits	○	○	○	○
c. Obtaining training in a skill that would help get a civilian job	○	○	○	○
d. Serving with the people in the unit	○	○	○	○
e. Getting credit toward Guard/Reserve retirement	○	○	○	○
f. Promotion opportunities	○	○	○	○
g. Opportunity to use military equipment	○	○	○	○
h. Challenge of military training	○	○	○	○
i. Needed the money for basic family expenses	○	○	○	○
j. Wanted extra money to use now	○	○	○	○
k. Saving income for the future	○	○	○	○
l. Travel/"get away" opportunities	○	○	○	○
m. Just enjoyed the Guard/Reserve	○	○	○	○
n. Pride in my accomplishments in the Guard/Reserve	○	○	○	○

USE NO. 2 PENCIL ONLY

IV MILITARY TRAINING, BENEFITS, AND PROGRAMS

31. How were you trained for your current Primary Occupational Specialty (MOS/Designator/Rating/AFSC)? Mark all that apply.
- In a formal service school
 - On-the-job training (OJT) in a civilian job
 - In a formal civilian school
 - On-the-job training (OJT) in the active service
 - On-the-job training (OJT) in a Guard/Reserve unit
 - Correspondence course(s)
32. For all of 1991, what percentage of your Guard/Reserve time was spent working in your Primary Occupational Specialty (MOS/Designator/Rating/AFSC)?
- | | | |
|-----------------------------|------------------------------|----------------------------------|
| <input type="radio"/> None | <input type="radio"/> 25-49% | <input type="radio"/> 75-99% |
| <input type="radio"/> 1-24% | <input type="radio"/> 50-74% | <input type="radio"/> 100% (All) |
33. Is your current Primary Occupational Specialty (MOS/Designator/Rating/AFSC) the same one you had while on active duty?
- | | |
|--|---------------------------|
| <input type="radio"/> Does not apply, I don't have prior active duty service | <input type="radio"/> Yes |
| | <input type="radio"/> No |
34. How similar is your civilian job to your Guard/Reserve duty?
- Does not apply, I don't have a civilian job
 - Does not apply, my civilian job is as a Guard/Reserve military technician
 - Very similar
 - Similar
 - Somewhat similar
 - Not similar at all
35. In calendar year 1991, which of the following did you participate in/perform? Mark all that apply.
- Drill weekends
 - Annual Training/ACDUTRA
 - Active duty (other than for training)
 - Active duty for school training
 - Guard/Reserve work at my home or on my civilian job
36. In 1991, how many days of Annual Training/ACDUTRA did you attend? Do not include school unless used to satisfy your Annual Training/ACDUTRA requirement.
- Did not attend 1991 Annual Training/ACDUTRA
- | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------|--|--|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Days | <table border="1" style="border-collapse: collapse; width: 100px;"> <tr><td> </td><td> </td></tr> <tr><td>0</td><td>0</td></tr> <tr><td>1</td><td>1</td></tr> <tr><td>2</td><td>2</td></tr> <tr><td>3</td><td>3</td></tr> <tr><td>4</td><td>4</td></tr> <tr><td>5</td><td>5</td></tr> <tr><td>6</td><td>6</td></tr> <tr><td>7</td><td>7</td></tr> <tr><td>8</td><td>8</td></tr> <tr><td>9</td><td>9</td></tr> </table> | | | 0 | 0 | 1 | 1 | 2 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 6 | 6 | 7 | 7 | 8 | 8 | 9 | 9 |
| | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 1 | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 2 | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 3 | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 4 | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 5 | | | | | | | | | | | | | | | | | | | | | | |
| 6 | 6 | | | | | | | | | | | | | | | | | | | | | | |
| 7 | 7 | | | | | | | | | | | | | | | | | | | | | | |
| 8 | 8 | | | | | | | | | | | | | | | | | | | | | | |
| 9 | 9 | | | | | | | | | | | | | | | | | | | | | | |
37. Did you attend the 1991 Annual Training/ACDUTRA a few days at a time, a week or more at a time, or all at once?
- Did not attend 1991 Annual Training/ACDUTRA
 - A few days at a time, several times over the year
 - A week or more at a time
 - All at once
38. In calendar year 1991, how many paid "Workdays," in addition to any regular drill days and Annual Training/ACDUTRA, did you serve?
- None
- | | | | | | | | | | | | | | | | | | | | | | | | |
|----------------------|--|--|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Paid Workdays | <table border="1" style="border-collapse: collapse; width: 100px;"> <tr><td> </td><td> </td></tr> <tr><td>0</td><td>0</td></tr> <tr><td>1</td><td>1</td></tr> <tr><td>2</td><td>2</td></tr> <tr><td>3</td><td>3</td></tr> <tr><td>4</td><td>4</td></tr> <tr><td>5</td><td>5</td></tr> <tr><td>6</td><td>6</td></tr> <tr><td>7</td><td>7</td></tr> <tr><td>8</td><td>8</td></tr> <tr><td>9</td><td>9</td></tr> </table> | | | 0 | 0 | 1 | 1 | 2 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 6 | 6 | 7 | 7 | 8 | 8 | 9 | 9 |
| | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 1 | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 2 | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 3 | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 4 | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 5 | | | | | | | | | | | | | | | | | | | | | | |
| 6 | 6 | | | | | | | | | | | | | | | | | | | | | | |
| 7 | 7 | | | | | | | | | | | | | | | | | | | | | | |
| 8 | 8 | | | | | | | | | | | | | | | | | | | | | | |
| 9 | 9 | | | | | | | | | | | | | | | | | | | | | | |
39. In an average month in 1991, how many unpaid hours did you spend at your drill location (place of regular duty)?
- None
- | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------------------------|--|--|--|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Unpaid Hours Per Month | <table border="1" style="border-collapse: collapse; width: 100px;"> <tr><td> </td><td> </td></tr> <tr><td>0</td><td>0</td></tr> <tr><td>1</td><td>1</td></tr> <tr><td>2</td><td>2</td></tr> <tr><td>3</td><td>3</td></tr> <tr><td>4</td><td>4</td></tr> <tr><td>5</td><td>5</td></tr> <tr><td>6</td><td>6</td></tr> <tr><td>7</td><td>7</td></tr> <tr><td>8</td><td>8</td></tr> <tr><td>9</td><td>9</td></tr> </table> | | | 0 | 0 | 1 | 1 | 2 | 2 | 3 | 3 | 4 | 4 | 5 | 5 | 6 | 6 | 7 | 7 | 8 | 8 | 9 | 9 |
| | | | | | | | | | | | | | | | | | | | | | | | |
| 0 | 0 | | | | | | | | | | | | | | | | | | | | | | |
| 1 | 1 | | | | | | | | | | | | | | | | | | | | | | |
| 2 | 2 | | | | | | | | | | | | | | | | | | | | | | |
| 3 | 3 | | | | | | | | | | | | | | | | | | | | | | |
| 4 | 4 | | | | | | | | | | | | | | | | | | | | | | |
| 5 | 5 | | | | | | | | | | | | | | | | | | | | | | |
| 6 | 6 | | | | | | | | | | | | | | | | | | | | | | |
| 7 | 7 | | | | | | | | | | | | | | | | | | | | | | |
| 8 | 8 | | | | | | | | | | | | | | | | | | | | | | |
| 9 | 9 | | | | | | | | | | | | | | | | | | | | | | |
40. For all of 1991, what was your total Guard/Reserve income BEFORE taxes and deductions? Include any pay from drills, Annual Training/ACDUTRA, enlistment or affiliation bonuses, and any call-ups or other active duty or active duty for training. Please give your best estimate.
- Total Guard/Reserve Income**
- \$

0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9

 .00
- Record the amount in the boxes. →
 - Round to the nearest whole dollar.
 - Fill in the unused boxes with zeros. (For example, if your answer is \$1,503.75, enter 01504.)
 - Then mark the matching circle below each box. →

USE NO. 2 PENCIL ONLY

- 41. In an average month in 1991, how often did you and/or your spouse use each of the following? Mark one for each item.**

TIMES USED IN AVERAGE MONTH

Not Used	Once	Twice	Three to Five Times	Six Times or More
----------	------	-------	---------------------	-------------------

- a. Commissary
 b. Exchange
 c. Other military facilities

- 42. Which of the following limit your and/or your spouse's use of the commissary and exchange?**

Mark all that apply in each column.

A. Commissary	B. Exchange
---------------	-------------

- | | | |
|---|-----------------------|----------------------------------|
| Prices | <input type="radio"/> | <input checked="" type="radio"/> |
| Stock | <input type="radio"/> | <input checked="" type="radio"/> |
| Hours | <input type="radio"/> | <input checked="" type="radio"/> |
| Distance | <input type="radio"/> | <input checked="" type="radio"/> |
| Military does not allow more frequent use | <input type="radio"/> | <input checked="" type="radio"/> |

- 43. Are you now eligible for educational benefits as a result of military service? Mark all that apply.**

- No, GO TO QUESTION 45
 Yes, State benefits for my Guard/Reserve service
 Yes, Montgomery GI Bill for Selected Reserve
 Yes, Active Force benefits (VEAP, GI Bill)
 Don't know/am not sure

- 44. Which educational benefits are you now using? Mark all that apply.**

- None
 State benefits for Guard/Reserve
 Montgomery GI Bill for Selected Reserve
 Active Force benefits (VEAP, GI Bill)

- 45. Which of the following medical/hospitalization coverages do you have? Mark all that apply.**

- My spouse's active duty military coverage
 My active duty military coverage
 Veterans' (VA) coverage
 My civilian employer's health care plan
 My spouse's civilian employer's plan
 Other private coverage
 None, GO TO QUESTION 47

- 46. How would you rate the coverage provided by the civilian medical insurance which you have?**

- Does not apply, I do not have civilian medical insurance
 Excellent
 Good
 Fair
 Poor

- 47. If it were available through your membership in the Guard or Reserve, would you be interested in purchasing medical insurance?**

- Yes, for myself and my family
 Yes, for myself only
 Not sure
 No, GO TO QUESTION 49

- 48. If you could buy medical insurance through Guard/Reserve participation, what is the maximum premium cost you would be willing to pay per month?**

- Less than \$50 per month
 \$50 per month
 \$100 per month
 \$150 per month
 \$200 per month
 \$250 per month or more

- 49. How much did you spend on health care services and products (for you and your family) last year? Include CHAMPUS deductions, civilian insurance premiums, and drugs, etc. Do not include dental care.**

- Less than \$100
 \$100 to \$500
 \$501 to \$1,000
 \$1,001 to \$1,500
 \$1,501 to \$2,500
 More than \$2,500
 Don't know

- 50. Which of the following dental coverages do you have? Mark all that apply.**

- My spouse's active duty military coverage
 My active duty military coverage
 Veterans' (VA) coverage
 My civilian employer's dental plan
 My spouse's civilian employer's plan
 Other private coverage
 None, GO TO QUESTION 52

- 51. How would you rate the coverage provided by the civilian dental insurance which you have?**

- Does not apply, I do not have civilian dental insurance
 Excellent
 Good
 Fair
 Poor

- 52. If it were available through your membership in the Guard or Reserve, would you be interested in purchasing dental insurance?**

- Yes, for myself and my family
 Yes, for myself only
 Not sure
 No, GO TO QUESTION 54

USE NO. 2 PENCIL ONLY

53. If you could buy dental insurance through monthly withholding from your Reserve paycheck, what is the maximum premium cost you would be willing to pay per month?

- Less than \$25 per month
- \$50 per month
- \$100 per month
- \$150 per month
- \$200 per month
- \$250 or more per month

54. How much did you spend for dental treatment (for you and your family) last year? (Include civilian premiums as well as direct payments for treatment.)

- Less than \$100
- \$100 - \$200
- \$201 - \$300
- \$301 - \$500
- \$501 - \$800
- \$801 - \$1,000
- \$1,001 - \$2,000
- More than \$2,000
- Don't know

55. How much of a problem is each of the following for your unit in meeting your unit's training objectives? Please mark the number which shows your opinion on the lines below. For example, people who feel that an item is Not A Problem would mark 7. People who feel that an item is A Serious Problem would mark 1. Others may have opinions somewhere between 1 and 7. Mark one for each item.

	A Serious Problem	Not A Problem	Don't Know
a. Out-of-date equipment/weapons	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
b. Poor mechanical condition of equipment/weapons	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
c. Being below strength in <u>Grades E-1 - E-4</u>	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
d. Being below strength in <u>Grades E-5 - E-9</u>	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
e. Not enough staff resources to plan effective training	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
f. Low attendance of unit personnel at <u>Unit Drills</u>	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
g. Low attendance of unit personnel at <u>Annual Training/ACDUTRA</u>	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
h. Ineffective training during <u>Annual Training/ACDUTRA</u>	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
i. Shortage of MOS/Rating/Specialty/AFSC qualified personnel	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
j. Low quality of personnel in low grade unit drill positions	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
k. Not enough drill time to practice skills	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
l. Not enough time to plan training objectives and get all administrative paperwork done	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
m. Lack of access to good training facilities and grounds	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
n. Lack of good instruction manuals and materials	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
o. Lack of supplies, such as ammunition, gasoline, etc.	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
p. Excessive turnover of unit personnel	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
q. Inability to schedule effective unit annual training due to gaining command's operating schedule	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7
r. Uncertainty about future status of unit	1 2 3 4 5 6 7	1 2 3 4 5 6 7	1 2 3 4 5 6 7

PLEASE CHECK: HAVE YOU MARKED A CIRCLE FOR EACH ITEM?

56. How do you usually get to the place of regular military duty or drills? Mark one.

- Drive myself
- Driven by spouse
- Driven by another family member
- Car pool
- Civilian air transportation
- Military air transportation
- Other public transportation
- Taxi
- Walk
- Other

57. How long does it usually take you to get from home to the place where your unit meets/drills? Mark one.

- 0-19 minutes
- 20-39 minutes
- 40-59 minutes
- 1-2 hours
- 2-3 hours
- 3-6 hours
- 6 hours or more

71. If you were mobilized for 30 days or more, would your total income:

- Increase greatly
- Increase somewhat
- Remain the same
- Decrease somewhat
- Decrease greatly

72. If mobilized, would you mobilize with your present unit?

- Yes
- No
- Don't know

73. If mobilized, would your military duties be the same as your current duties when attending Annual Training/ACDUTRA?

- Yes
- No
- Don't know

74. Are you Army or Air Force National Guard or Reserve?

- Yes
- No, GO TO QUESTION 78

75. Are you a military technician, i.e., a civilian employee of the Army or Air Force National Guard or Reserve?

- Yes
- No, GO TO QUESTION 78

76. How long have you been employed as a military technician?

- Less than 1 year

Years
as Technician

①	②
③	④
⑤	⑥
⑦	⑧
⑨	

77. Do you drill with the same unit that you work in as a technician?

- Yes
- No

V INDIVIDUAL AND FAMILY CHARACTERISTICS

78. Are you male or female?

- Male
- Female

79. How old were you on your last birthday?

		Age Last Birthday
		0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7		7
8		8
9		9

80. Where were you born?

- In the United States
- Outside the United States to military parents
- Outside the United States to non-military parents

81. Are you an American citizen?

- Yes
- No, resident alien
- No, not a resident alien

82. Did you vote in the last local election? In the last Presidential election?

A. LAST LOCAL ELECTION

- Yes, in person at the polls
- Yes, by absentee ballot
- No
- Yes, in person at the polls
- Yes, by absentee ballot
- No

B. LAST PRESIDENTIAL ELECTION

83. Are you of Spanish/Hispanic origin or descent?

- Yes
- No

84. Are you:

- American Indian/Alaskan Native
- Black/Negro/African-American
- Oriental/Asian/Chinese/Japanese/Korean/Filipino/Pacific Islander
- White/Caucasian
- Other



85. AS OF TODAY, what is the highest school grade or academic degree that you have? DO NOT INCLUDE DEGREES FROM TECHNICAL/TRADE OR VOCATIONAL SCHOOLS. Mark one.

- Less than 12 years of school (no diploma)
- GED or other high school equivalency certificate
- High school diploma
- Some college, but did not graduate
- 2-year college degree
- 4-year college degree (BA/BS)
- Some graduate school
- Master's degree (MA/MS)
- Doctoral degree (PhD/MD/LLB)
- Other degree not listed above

86. If you are now attending civilian schooling, what kind of school is it? Mark all that apply.

- Does not apply, I do not attend school
- Vocational/trade/business or other career training school
- Junior or community college (2-year)
- Four-year college or university
- Graduate/professional school
- Other

87. What is the highest school grade or academic degree that you think you will complete in the future? Mark one.

- Does not apply, I don't plan to attend school in the future
- Less than 12 years of school (no diploma)
- GED or other high school equivalency certificate
- High school diploma
- Some college, but will not graduate
- 2-year college degree
- 4-year college degree (BA/BS)
- Some graduate school
- Master's degree (MA/MS)
- Doctoral degree (PhD/MD/LLB)
- Other degree not listed above

88. Have your parents (or guardians), brothers or sisters (include step-brothers and step-sisters) served in or retired from the military? (Include Guard/Reserve.) Mark all that apply.

	A. Father	B. Mother	C. Brother(s)	D. Sister(s)
Never served	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Currently serving in the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Served less than 8 years and separated	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Served more than 8 years (but not retired)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retired from the military	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

89. What is your current marital status? Mark only one answer.

- Married for the first time
- Remarried
- Separated
- Widowed, GO TO QUESTION 100
- Divorced, GO TO QUESTION 100
- Never married, GO TO QUESTION 100

90. Is your spouse currently serving on active duty in the Armed Forces or in the Reserve/Guard?

- No
 - Yes, in a Reserve/Guard Component
- Yes, on active duty in the:**
- Regular Army Regular Marine Corps
 - Regular Navy Regular Air Force
 - Regular Coast Guard

91. Has your current spouse ever served in the U.S. Armed Forces, either on active duty or in the Reserve?

- No, spouse never served
- Yes, spouse is retired from Service
- Yes, spouse is separated from Service
- Yes, spouse is now in Service

92. How many years have you been married to your current spouse?

Years Married
 Less than 1 year

<input type="radio"/>	<input type="radio"/>

93. How old was your current spouse on her or his last birthday?

Age Last Birthday

<input type="radio"/>	<input type="radio"/>

94. Does your spouse speak English as the main language at home?

- Yes
- No

USE NO. 2 PENCIL ONLY

FOR QUESTIONS 95 AND 96 PLEASE MARK THE NUMBER WHICH SHOWS YOUR OPINION ON THE LINE FOLLOWING EACH QUESTION.

95. How well do you and your spouse agree on your civilian career plans?

Very Well	Not Well At All
1 — 2 — 3 — 4 — 5 — 6 — 7	

96. How well do you and your spouse agree on your military career plans?

Very Well	Not Well At All
1 — 2 — 3 — 4 — 5 — 6 — 7	

97. How much of a problem for your family are each of the following? Mark one for each item.

- a. Absence for weekend drills
- b. Absence for Annual Training/ACDUTRA
- c. Absence for extra time spent at Guard/Reserve

Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Does Not Apply	Don't Know
<input type="radio"/>					
<input type="radio"/>					
<input type="radio"/>					

98. What is your spouse's overall attitude toward your participation in the Guard/Reserve? Mark one.

- Very favorable
- Somewhat favorable
- Neither favorable nor unfavorable
- Somewhat unfavorable
- Very unfavorable

99. Has your spouse's support for your decision about staying in the military changed in the past year?

- Yes, increased
- No, decreased
- No, has not changed

101. Are arrangements for your dependents who live with you realistically workable for each of the following situations? Mark one for each item.

Does not apply. my dependents do not live with me.

Yes Probably No

- a. Short-term emergency situation such as a mobilization exercise
- b. Long-term situation such as being called-up or mobilized

102. Are any of your dependents physically, emotionally, or intellectually handicapped requiring specialized treatment or care?

- No
- Yes, temporarily
- Yes, permanently

103. If you are a single-parent or a military member married to a military member, do you have a military family care plan?

- Does not apply
- Yes
- No

104. Do you have elderly relatives for whom you have responsibility even if they are not your legal dependent(s)?

- No
- Yes

Does not apply, I have no dependents.

GO TO QUESTION 104

NUMBER OF DEPENDENTS

None	1	2	3	4	5 or More
-------------	----------	----------	----------	----------	------------------

- | | | | | | |
|----------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Under 1 year | <input type="radio"/> |
| b. 1 year to under 2 years | <input type="radio"/> |
| c. 2-5 years | <input type="radio"/> |
| d. 6-13 years | <input type="radio"/> |
| e. 14-22 years | <input type="radio"/> |
| f. 23-64 years | <input type="radio"/> |
| g. 65 years or over | <input type="radio"/> |

105. Does this elderly relative live with you?

- Does not apply
- Yes
- No



VI CIVILIAN WORK

A. YOUR OWN EXPERIENCE

106. Are you currently: Mark all that apply.

- Working full-time as an Army or Air Force Guard/Reserve technician, GO TO QUESTION 109
- Working full-time in a civilian job (not technician)
- Working part-time in a civilian job
- With a civilian job but not at work because of temporary illness, vacation, strike, etc.
- Self-employed in own business
- Unpaid worker (volunteer or in family business)
- Unemployed, laid off, looking for work
- Not looking for work but would like to work
- In school
- Retired
- A homemaker
- Other

108. How much of a problem for your main employer (or for you, if self-employed) are each of the following?

Mark one for each item.

- a. Absence for weekend drills
- b. Absence for Annual Training/ACDUTRA
- c. Absence for extra time spent at Guard/Reserve
- d. Time spent while at civilian work on Guard/Reserve business

THE NEXT QUESTIONS ARE ABOUT YOUR CIVILIAN JOB IN 1991. IF YOU HAD MORE THAN ONE JOB, PLEASE ANSWER THESE QUESTIONS FOR THE JOB WHERE YOU WORKED THE MOST HOURS PER WEEK FOR MOST OF THE YEAR.

109. What kind of work did you do; that is, what is your job called? For example, electrical engineer, construction worker, carpenter, high school teacher, typist, etc.
 I had no civilian job in 1991, GO TO QUESTION 122

WRITE THE NAME OF YOUR JOB IN THE BOX BELOW.

KIND OF WORK/JOB TITLE:

110. Which of the following best describes your civilian employer in 1991? Mark one.

- Federal Government
- State Government
- Local Government (including public schools)
- Self-employed in own business
- Private firm with more than 500 employees
- Private firm with 100-499 employees
- Private firm with less than 100 employees
- Working without pay in family business or farm

107. What is your immediate (main) civilian supervisor's overall attitude toward your participation in the Guard/Reserve? Mark one.

- Does not apply, I am not working at a civilian job, GO TO QUESTION 109
- Does not apply, I am self-employed
- Very favorable
- Somewhat favorable
- Neither favorable nor unfavorable
- Somewhat unfavorable
- Very unfavorable

Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Does Not Apply	Don't Know
<input type="radio"/>					
<input type="radio"/>					
<input type="radio"/>					
<input type="radio"/>					

111. What kind of organization did you work for in 1991? (For example, TV and radio, manufacturing, retail shoe store, police department, etc. Federal workers: enter the Agency, Department or Government Branch for which you work.)

WRITE THE KIND OF ORGANIZATION (BUSINESS/INDUSTRY) IN THE BOX BELOW. DO NOT WRITE THE NAME OF THE COMPANY.

KIND OF ORGANIZATION:

112. What was your Federal Government pay type and grade at the end of 1991? Mark both the pay type and number grade.

- Does not apply, I didn't work for the Federal Government

A. Pay Type	B. Number Grade
<input type="radio"/> SES or other executive pay	<input type="radio"/> 16 or higher
<input type="radio"/> GM	<input type="radio"/> 15
<input type="radio"/> GS	<input type="radio"/> 14
<input type="radio"/> WS	<input type="radio"/> 13
<input type="radio"/> WL	<input type="radio"/> 12
<input type="radio"/> WG	<input type="radio"/> 11
<input type="radio"/> US Postal Service	<input type="radio"/> 10
<input type="radio"/> Other	<input type="radio"/> 9
	<input type="radio"/> 8
	<input type="radio"/> 7
	<input type="radio"/> 6
	<input type="radio"/> 5
	<input type="radio"/> 4
	<input type="radio"/> 3
	<input type="radio"/> 2
	<input type="radio"/> 1

USE NO. 2 PENCIL ONLY

113. In 1991, how many hours per week did you usually work at your (main) civilian job?

Hours Per Week Usually Worked

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

114. In 1991, how often did you work more than 40 hours per week at your (main) civilian job? Give your best estimate.

- None 10-14 weeks
 1-4 weeks 15-19 weeks
 5-9 weeks 20 or more weeks

115. In 1991, how were you paid when you worked over 40 hours a week? Mark one.

- Not paid extra for working over 40 hours
 Paid at my regular pay rate for all hours I worked
 Paid time-and-a-half
 Paid double time
 Paid more than double time

116. In 1991, what were your **USUAL WEEKLY EARNINGS** from your (main) civilian job or your own business before taxes and other deductions? Give your best estimate.

Weekly Earnings

\$

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

 .00

117. In 1991, how many days of paid vacation did you receive from your (main) civilian job?

Days of Paid Vacation

I didn't receive paid vacation

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

118. In 1991, did you lose opportunities for overtime/extra pay because of your Guard/Reserve obligations?

- Yes, frequently
 Yes, occasionally
 No

119. Which of the following describes how you got time off from your civilian job to meet your Guard/Reserve obligations in 1991? Mark all that apply in each column.

Does not apply, I was self-employed,
GO TO QUESTION 121

OBLIGATIONS

A.	B.	C.
Required Drills	Annual Training/ACDUTRA	Military Schooling

- Does not apply, I did not attend
 I received military leave/leave of absence
 I used vacation days
 My Guard/Reserve obligations were on days on which I did not work

<input type="radio"/>	<input type="radio"/>

120. Which of the following describes how you were paid for the time you took from your civilian job for Guard/Reserve obligations in 1991? Mark all that apply in each column.

OBLIGATIONS

A.	B.
Required Drills	Annual Training/ACDUTRA

- Does not apply, I did not attend
 I received full civilian pay as well as military pay
 I received partial civilian pay as well as military pay
 I received only military pay
 My Guard/Reserve obligations were on days on which I did not work

<input type="radio"/>	<input type="radio"/>

USE NO. 2 PENCIL ONLY

121. During 1991, what was the TOTAL AMOUNT THAT YOU EARNED FROM ALL CIVILIAN JOBS or your own business BEFORE taxes and other deductions? Include earnings as a Guard/Reserve technician. Include commissions, tips, or bonuses. Give your best estimate.

Amount Earned at Civilian Job

\$

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

 .00

- More than \$100,000
 None

122. In 1991, how many weeks were you without a job and looking for work?

Weeks Looking for Work

- I had a job throughout 1991
 I was not looking for work

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

123. Do you currently have a spouse?

- No, GO TO QUESTION 131
 Yes
 Yes, separated, GO TO QUESTION 131

B. YOUR SPOUSE'S WORK EXPERIENCE

124. Is your spouse: Mark all that apply.

- Working full-time in Federal civilian job
 Working full-time in civilian job (not technician or Federal)
 Working part-time in Federal civilian job
 Working part-time in civilian job (not Federal)
 Self-employed in his or her own business
 With a job, but not at work because of TEMPORARY illness, vacation, strike, etc.
 Unpaid worker (volunteer or in family business)
 Unemployed, laid off, or looking for work
 In school
 Retired
 A homemaker
 Other

125. Is your spouse: Mark all that apply.

- In the Armed Forces, full-time Active Component, GO TO QUESTION 126
 In the Armed Forces, full-time Reserve Component (FTS-AGR/TAR), GO TO QUESTION 126
 Full-time as a Guard/Reserve technician in the Army or the Air Force, GO TO QUESTION 127
 Part-time in the Guard/Reserve, GO TO QUESTION 127
 None of the above, GO TO QUESTION 129

126. Was your full-time active duty spouse deployed during Operation Desert Shield/Desert Storm?

- No, remained at home installation, GO TO QUESTION 129
 Yes, deployed to the Persian Gulf Area, GO TO QUESTION 128
 Yes, deployed to other overseas location, GO TO QUESTION 128

127. Was your Guard/Reserve spouse mobilized/activated/called-up for Operation Desert Shield/Desert Storm?

- No, GO TO QUESTION 129
 Yes, deployed to the Persian Gulf area
 Yes, deployed to other overseas location
 Yes, stayed in our local community
 Yes, served elsewhere in United States

128. How many months was your spouse on Active Duty during Operation Desert Shield/Desert Storm?

①	①
②	②
③	③
④	④
⑤	⑤
⑥	⑥
⑦	⑦
⑧	⑧
⑨	⑨

USE NO. 2 PENCIL ONLY

129. In 1991, how many hours per week did YOUR SPOUSE work for pay, either full or part-time, at a civilian job? Give your best estimate.

None, GO TO QUESTION 131

Hours Per Week

①	①
②	②
③	③
④	④
⑤	⑤
⑥	⑥
⑦	⑦
⑧	⑧
⑨	⑨

130. Altogether in 1991, what was the total amount that YOUR SPOUSE earned from a civilian job or his or her own business, BEFORE taxes and other deductions? Include earnings as a Guard/Reserve technician. Include commissions, tips, or bonuses. Give your best estimate.

More than \$100,000
 None

Amount Earned by Spouse

\$.00
0	0	0	0	0	0
1	1	1	1	1	1
2	2	2	2	2	2
3	3	3	3	3	3
4	4	4	4	4	4
5	5	5	5	5	5
6	6	6	6	6	6
7	7	7	7	7	7
8	8	8	8	8	8
9	9	9	9	9	9

VII FAMILY RESOURCES

131. During 1991, did you or your spouse receive any income from the following sources? Mark "YES" or "NO" for each item.

RECEIVED

- | Yes | No | INCOME SOURCE |
|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | a. Interest and Dividends on Savings |
| <input type="radio"/> | <input type="radio"/> | b. Stocks, Bonds or Other Investments |
| <input type="radio"/> | <input type="radio"/> | c. Alimony, Child Support or Other Regular Contributions from Persons not Living in Your Household |
| <input type="radio"/> | <input type="radio"/> | d. Unemployment Compensation or Workers Compensation |
| <input type="radio"/> | <input type="radio"/> | e. Pensions from Federal, State or Local Government Employment |
| <input type="radio"/> | <input type="radio"/> | f. Pensions from Private Employer or Union |
| <input type="radio"/> | <input type="radio"/> | g. Veterans benefits or pensions |
| <input type="radio"/> | <input type="radio"/> | h. GI Bill |
| <input type="radio"/> | <input type="radio"/> | i. Social Security or Railroad Retirement |
| <input type="radio"/> | <input type="radio"/> | j. Supplemental Security Income |
| <input type="radio"/> | <input type="radio"/> | k. Public Welfare or Assistance |
| <input type="radio"/> | <input type="radio"/> | l. WIC (food programs for women, infants and children) |
| <input type="radio"/> | <input type="radio"/> | m. Government Food Stamps |
| <input type="radio"/> | <input type="radio"/> | n. Anything else <u>not including earnings from wages or salaries</u> |

132. During 1991, how much did you or your spouse receive from the income sources listed in Question 131? Do not include earnings from wages or salaries in this question. Give your best estimate.

No income from sources in Question 131

\$

					.00
--	--	--	--	--	-----

More than \$100,000

\$.00
0	0	0	0	0	0
1	1	1	1	1	1
2	2	2	2	2	2
3	3	3	3	3	3
4	4	4	4	4	4
5	5	5	5	5	5
6	6	6	6	6	6
7	7	7	7	7	7
8	8	8	8	8	8
9	9	9	9	9	9

133. Overall how do you feel about your/your family income; that is, all the money that comes to you and other members of your family living with you?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

YOUR RESIDENCE

134. How far is your new principal residence from your last principal residence? Mark one.

- I have not moved since joining the Guard/Reserve
- Less than 50 miles
- 50 to 100 miles
- 101 to 250 miles
- 251 to 500 miles
- More than 500 miles

135. Do you RENT or OWN your principal residence?

- Neither, live in government-owned or leased housing
- Neither, live with friends/relatives and PAY NO COSTS, GO TO QUESTION 142
- Neither, live in other accommodations
- RENT
- OWN

136. How long have you RENTED or OWNED your residence?

- | | |
|--|------------------|
| <input type="radio"/> 3 months or less | 37 to 48 months |
| <input type="radio"/> 4 to 6 months | 49 to 59 months |
| <input type="radio"/> 7 to 12 months | 5 to 10 years |
| <input type="radio"/> 13 to 24 months | 11 to 20 years |
| <input type="radio"/> 25 to 36 months | 21 or more years |

If "RENT" continue with Question 137

If "OWN" go to Question 138

137. How much TOTAL RENT is paid for your residence PER MONTH?

If you share the rent, enter the total rent paid by all occupants. (For example, if it is \$525 enter 0525 in the boxes and fill in the matching circles. Include RENT only. Other housing costs will be asked for later.)

Dollars Per Month

\$.00
0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

138. What is your monthly house payment for your residence? (Include the PRINCIPAL AND INTEREST on all mortgages or trusts, real estate TAXES and homeowner's INSURANCE. Also include land lease, mobile home lot rental, or berthing fees, if applicable. Other housing costs, such as utility and maintenance costs, etc., will be asked for later. Example: If your payment is \$890, enter 0890 in the boxes, then fill in the matching circles.)

Dollars Per Month

\$.00
0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

139. Over the last 12 months, what was the AVERAGE MONTHLY cost of all utilities (except telephone and cable TV) paid separately from other rental or home ownership costs?

- DOES NOT APPLY, No utilities are paid separately
- Do not have a basis for estimating utility costs

For each utility, add all costs for the LAST 12 MONTHS and divide by 12. (If you do not know the costs for all 12 months, please estimate.)

Enter the average monthly cost for each utility in the space below, then enter the TOTAL at the right.

Dollars Per Month

\$.00
0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

Monthly Average	
Electricity	\$ _____
Natural Gas/Propane	\$ _____
Fuel Oil	\$ _____
Wood/Coal	\$ _____
Water/Sewer	\$ _____
Garbage	\$ _____
Total	\$ _____

USE NO. 2 PENCIL ONLY

140. Enter the **AVERAGE MONTHLY maintenance cost** paid for the **UPKEEP** of the residence. Round off to the nearest dollar.

No maintenance costs are paid separately

- INCLUDE only maintenance such as plumbing, electrical, heating/cooling system or structural repairs, yard upkeep, etc.

- DO NOT INCLUDE the cost of home improvements (e.g., remodeling, new roof, new furnace, major appliances), new shrubs, new fences, or other additions.

Example: If your cost is \$25 per month, enter 025 in the boxes, then fill in the matching circles.

Dollars Per Month

\$.00
0	0	0	
1	1	1	
2	2	2	
3	3	3	
4	4	4	
5	5		
6	6		
7	7		
8	8		
9	9		

141. Enter the **AVERAGE MONTHLY cost of any of the following housing expenses** for the residence: condominium fee, homeowner's association fee, property and hazard insurance, if **NOT included** in Question 137 or Question 138.

Fill in the grid for **EACH** expense you do have or mark "None" for **EACH** expense you do not have.

	Condominium Fee	Homeowner's Assoc. Fee	Property & Hazard Insurance
Dollars per Month	None	None	None
\$	\$	\$	\$
Write the numbers in the boxes	0 0 0	0 0 0	0 0 0
	1 1 1	1 1 1	1 1 1
	2 2 2	2 2 2	2 2 2
	3 3 3	3 3 3	3 3 3
	4 4 4	4 4 4	4 4 4
	5 5 5	5 5 5	5 5 5
	6 6 6	6 6 6	6 6 6
	7 7 7	7 7 7	7 7 7
	8 8 8	8 8 8	8 8 8
	9 9 9	9 9 9	9 9 9

Then fill in the matching circles

VIII MILITARY LIFE

142. How do you feel about the amount of time you spend on each activity listed below? Mark one for each activity.

	I Spend Too Much Time	I Spend About the Right Amount of Time	I Don't Spend Enough Time	Does Not Apply
a. Your civilian job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Family activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Leisure activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Community activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

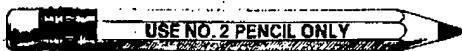
143. The Guard/Reserve are developing new information materials. Below is a list of topics that might be included. How interested would you be in receiving such materials? Please mark your interest in information about each topic.

For each item, mark if you are:

- a. Retirement benefits
- b. Survivor Benefit Plan
- c. Family benefits in the Guard/Reserve
- d. Mobilization procedures for dependents
- e. Selected Reserve GI Bill Educational Assistance
- f. Soldiers/Sailors Civil Relief
- g. Dental Insurance
- h. Medical Insurance
- i. Mobilization Preparations for Small Business Owners and Partners/Independent Practitioners

Very Interested Interested Somewhat Interested Not Interested At All

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



144. All things considered, please indicate your level of satisfaction or dissatisfaction with each feature of the Guard/Reserve listed below.

For each item, mark if you are:	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied
a. Military pay and allowances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Commissary privileges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Exchange privileges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Morale/welfare/recreation privileges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Time required at Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Military retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Unit social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Opportunities for education/training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Opportunity to serve one's country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Acquaintances/friendships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

145. Overall, how satisfied are you with the pay and benefits you receive for the amount of time you spend on Guard/Reserve activities?

Very **Dissatisfied** **Very** **Satisfied**

1 — 2 — 3 — 4 — 5 — 6 — 7

146. Overall, how satisfied are you with your participation in the Guard/Reserve?

147. We're interested in any comments you'd like to make about Guard/Reserve personnel policies, whether or not the topic was covered in this survey.

DO YOU HAVE ANY COMMENTS?

No

Yes – Please fill out the **COMMENT SHEET** on page 23.

**THANK YOU VERY MUCH FOR
ANSWERING THIS SURVEY.
PLEASE RETURN IT IN THE
ENVELOPE PROVIDED.**



COMMENT SHEET

Please provide us with comments you may have regarding Reserve policies or Reserve activities in general in the space below. Before commenting, please fill in one circle in each section.

Your Rank

- Officer
 Enlisted

Your Component

- Army National Guard (ARNG)
 Army Reserve (USAR)
 Naval Reserve (USNR)
 Marine Corps Reserve (USMCR)
 Air National Guard (ANG)
 Air Force Reserve (USAFR)
 Coast Guard Reserve (USCGR)

1992 Reserve Components Survey of Enlisted Personnel

The National Guard and Reserve Components are conducting a survey of Guard/Reserve personnel. You have been selected to participate in this important survey. Please read the instructions before you begin the questionnaire.

PRIVACY NOTICE

AUTHORITY: 10 U.S.C. 136

PRINCIPAL PURPOSE OR PURPOSES:
Information collected in this survey is used to sample attitudes and/or discern perceptions of social problems observed by the Guard and Reserve Components members and to support additional manpower research activities. This information will assist in the formulation of policies which may be needed to improve the environment for Reserve Components members and families.

ROUTINE USES: None

DISCLOSURE: Your survey instrument will be treated as confidential. All identifiable information will be used only by persons engaged in, and for the purposes of, the survey. It will not be disclosed to others or used for any other purpose. Only group statistics will be reported.

Your participation in the survey is voluntary. Failure to respond to any questions will not result in any penalty. However, your participation is encouraged so that the data will be complete and representative.

OFFICE USE ONLY

- PN
- NR
- RF
- NE

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a No. 2 pencil.



- Make heavy black marks that fill the circle for your answer.
- Please do not make stray marks of any kind.

INCORRECT MARKS



CORRECT MARK



- Sometimes you will be asked to "Mark one." When this instruction appears, mark the one best answer.

Example:

In what month are you completing the survey?

- August
- September
- October
- November
- December
- January
- February

If your answer is "September," then just mark that one circle.

- Sometimes you will be asked to "Mark all that apply." When this instruction appears, you may mark more than one answer.

Example:

In which components have you served? Mark all that apply.

- Active Army (USA)
- Army National Guard (ARNG)
- Army Reserve (USAR)
- Active Navy (USN)
- Naval Reserve (USNR)
- Active Air Force (USAF)
- Air National Guard (ANG)
- Air Force Reserve (USAFR)
- Active Marine Corps (USMC)
- Marine Corps Reserve (USMCR)
- Active Coast Guard (USCG)
- Coast Guard Reserve (USCGR)

If your answer is "Active Army (USA)" and "Army Reserve (USAR)," then mark the two circles clearly.

- Answers to some of the questions will be on a **SEVEN-POINT SCALE**.

Example:

How satisfied are you with the opportunities you have for promotion in your unit?

Very Dissatisfied	Very Satisfied
① — ② — ③ — <input checked="" type="radio"/> ④ — ⑤ — ⑥ — ⑦	

If your answer is "VERY DISSATISFIED," you would darken the circle for number 1.

If your answer is "VERY SATISFIED," you would darken the circle for number 7.

If your opinion is somewhere in between, you would darken the circle for number 2 or 3 or 4 or 5 or 6.

- If you are asked to give numbers for your answer, please record as shown below.

Example:

How old were you on your last birthday?

If your answer is 24...

Write the numbers in the boxes, making sure that the last number is always placed in the right-hand box.

Fill in the unused boxes with zeros.

Then darken the circle for the matching number below each box.

Write the number in the boxes → Age Last Birthday

2	4
1	0
2	1
3	2
4	3
5	4
6	5
7	6
8	7
9	8

Then fill in the matching circles →



I LOCATION

1. ... what month are you completing the survey?

Mark one.

- August
- September
- October
- November
- December
- January
- February

2. Which of the following best describes the type of place where you are living now? Mark one.

- In military housing on a base/installation
- In a large city (over 250,000)
- In a suburb near a large city
- In a medium-sized city (50,000-250,000)
- In a suburb near a medium-sized city
- In a small city or town (under 50,000)
- On a farm or ranch
- In a rural area but not on a farm or ranch

3. How long have you lived in your present neighborhood? Mark one.

- Less than a year
- 1-2 years
- 2-3 years
- 3-5 years
- 5 years or more

II MILITARY BACKGROUND

4. Of which Reserve Component are you a member? Mark one.

- Army National Guard (ARNG)
- Army Reserve (USAR)
- Naval Reserve (USNR)
- Marine Corps Reserve (USMCR)
- Air National Guard (ANG)
- Air Force Reserve (USAFR)
- Coast Guard Reserve (USCGR)

5. What is your present pay grade? Mark one.

- | | | | |
|--------------------------------------|---------------------------|---------------------------|-------------------------------------|
| ENLISTED GRADES | OFFICER GRADES | | |
| <input type="radio"/> E-1 | <input type="radio"/> E-6 | <input type="radio"/> W-1 | <input type="radio"/> O-1 |
| <input checked="" type="radio"/> E-2 | <input type="radio"/> E-7 | <input type="radio"/> W-2 | <input type="radio"/> O-2 |
| <input checked="" type="radio"/> E-3 | <input type="radio"/> E-8 | <input type="radio"/> W-3 | <input type="radio"/> O-3 |
| <input type="radio"/> E-4 | <input type="radio"/> E-9 | <input type="radio"/> W-4 | <input type="radio"/> O-4 |
| <input type="radio"/> E-5 | | | <input type="radio"/> O-5 |
| | | | <input type="radio"/> O-6 |
| | | | <input type="radio"/> O-7 and above |

6. When do you expect to get your NEXT PROMOTION to a higher pay grade? Mark one.

- In less than 3 months
- 3-6 months from now
- 7-9 months from now
- 10-12 months from now
- 13-18 months from now
- 19 months to 2 years from now
- 25 months to 3 years from now
- More than 3 years from now
- Does not apply, I don't expect any more promotions

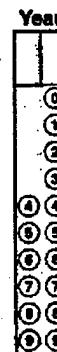
7. Do you expect to receive a commission to Warrant Officer or Officer?

- I am a Warrant Officer or Officer
- Yes
- No

8. In what year did you first enter any branch of the military? (If you first entered in the Active Force, record the year you first entered the Active Force.)

Write the number in the boxes → **19**

Then fill in the matching circles →



9. When you first entered the military, in which component did you serve? Do not include as active service, service for basic and initial training only. Mark one.

- Active Army (USA)
- Army National Guard (ARNG)
- Army Reserve (USAR)
- Active Navy (USN)
- Naval Reserve (USNR)
- Active Air Force (USAF)
- Air National Guard (ANG)
- Air Force Reserve (USAFR)
- Active Marine Corps (USMC)
- Marine Corps Reserve (USMCR)
- Active Coast Guard (USCG)
- Coast Guard Reserve (USCGR)

10. In which components have you served? Do not include as active service, service for basic and initial training only. Mark all that apply.

- Active Army (USA)
- Army National Guard (ARNG)
- Army Reserve (USAR)
- Active Navy (USN)
- Naval Reserve (USNR)
- Active Air Force (USAF)
- Air National Guard (ANG)
- Air Force Reserve (USAFR)
- Active Marine Corps (USMC)
- Marine Corps Reserve (USMCR)
- Active Coast Guard (USCG)
- Coast Guard Reserve (USCGR)

11. In all, to the nearest year, how long have you served in the Guard/Reserve? Do not include active duty years.

- Less than 1 year

Years	
①	①
②	②
③	③
④	④
⑤	⑤
⑥	⑥
⑦	⑦
⑧	⑧
⑨	⑨

12. In all, to the nearest year, how long did you serve in the Active Force/on active duty? Do not include your initial active duty training for the Guard/Reserve. Include service as FTS-AGR/TAR.

- I have never served in the Active Force
- Less than 1 year

Years	
①	①
②	②
③	③
④	④
⑤	⑤
⑥	⑥
⑦	⑦
⑧	⑧
⑨	⑨

13. When you finally leave the Guard/Reserve, how many total years of service do you expect to have? (Include active duty years.)

Years	
①	①
②	②
③	③
④	④
⑤	⑤
⑥	⑥
⑦	⑦
⑧	⑧
⑨	⑨

14. Are you in a different unit now than you were two years ago? Mark one.

- I have not been in the Guard/Reserve for two years, GO TO QUESTION 17
- No, I am in the same unit, GO TO QUESTION 17
- Yes, in a different unit but in the same component
- Yes, in a different unit in a different component

15. Why did you change units? Mark all that apply.

- I was offered a promotion
- Promotion was more likely in a new unit
- I relocated away from the previous unit
- I wanted to retrain in a different skill
- I liked the job better in my new unit
- I liked the people better in my new unit
- My old unit was disestablished
- Other reasons

16. Did you have to retrain in a new skill when you changed units?

- Yes
- No

17. Were you mobilized/activated/called-up as a Reservist during Operation Desert Shield/Desert Storm? Mark all that apply.

- No, GO TO QUESTION 19
- Yes, deployed to Persian Gulf area
- Yes, deployed to other overseas location
- Yes, deployed in the United States
- Yes, stayed in my local community

USE NO. 2 PENCIL ONLY

18. How many months were you mobilized/activated/called-up?

Number Months

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

22. In what month and year will you complete your current term of service (or extension) in the Selected Reserve (ETS)?

A

Month

- January
- February
- March
- April
- May
- June
- July
- August
- September
- October
- November
- December

B

Year

199

0
1
2
3
4
5
6
7
8
9

- Don't know

III MILITARY PLANS

19. At the time of your enlistment or your most recent reenlistment (or extension) in the Guard/Reserve, how many years of Selected Reserve service did you sign up for? Mark one.

- No set number of years
- 1 year or less
- 2 years
- 3 years
- 4 years
- 5 years
- 6 years
- 7 years
- 8 years
- Don't know

23. How likely are you to REENLIST OR EXTEND at the end of your current term of service? Assume that all special pays which you currently receive are still available. Mark one.

- (0 in 10) No chance
- (1 in 10) Very slight possibility
- (2 in 10) Slight possibility
- (3 in 10) Some possibility
- (4 in 10) Fair possibility
- (5 in 10) Fairly good possibility
- (6 in 10) Good possibility
- (7 in 10) Probable
- (8 in 10) Very probable
- (9 in 10) Almost sure
- (10 in 10) Certain

20. At the time of your enlistment or most recent reenlistment, did you receive a bonus? Mark one.

- No
- Yes, enlistment or affiliation bonus
- Yes, reenlistment bonus

21. If you were eligible to reenlist this year, would you receive a bonus for reenlisting?

- Yes
- No
- Don't know

24. Below are some reasons people have for DECIDING TO LEAVE the National Guard/Reserve. If you decide to leave the Guard/Reserve at the end of your current term, which of these would be your most important reason for leaving? Which would be your second most important reason for leaving? (Mark one reason under each column.)

I WOULD LEAVE THE GUARD/RESERVE BECAUSE:

- | | (A)
Most
Important
Reason | (B)
Second
Most
Important
Reason |
|--|------------------------------------|--|
| a. I am not eligible to reenlist | <input type="radio"/> | <input type="radio"/> |
| b. I am moving to another area | <input type="radio"/> | <input type="radio"/> |
| c. It is too hard to get to my Guard/Reserve unit | <input type="radio"/> | <input type="radio"/> |
| d. I need the time for my education | <input type="radio"/> | <input type="radio"/> |
| e. My unit drills conflict with my civilian job | <input type="radio"/> | <input type="radio"/> |
| f. My unit drills conflict with my family activities | <input type="radio"/> | <input type="radio"/> |
| g. I want more leisure time | <input type="radio"/> | <input type="radio"/> |
| h. I don't like my unit's training | <input type="radio"/> | <input type="radio"/> |
| i. My unit doesn't have modern equipment for training | <input type="radio"/> | <input type="radio"/> |
| j. I'm bored with unit activities | <input type="radio"/> | <input type="radio"/> |
| k. The pay is too low | <input type="radio"/> | <input type="radio"/> |
| l. Promotions are too slow | <input type="radio"/> | <input type="radio"/> |
| m. I've had too many problems getting paid | <input type="radio"/> | <input type="radio"/> |
| n. Problems caused by mobilization/activation/deployment | <input type="radio"/> | <input type="radio"/> |

25. How likely are you to stay in the Guard/Reserve until qualified for retirement? Assume that all special pays which you currently receive are still available. Mark one.

- (0 in 10) No chance
- (1 in 10) Very slight possibility
- (2 in 10) Slight possibility
- (3 in 10) Some possibility
- (4 in 10) Fair possibility
- (5 in 10) Fairly good possibility
- (6 in 10) Good possibility
- (7 in 10) Probable
- (8 in 10) Very probable
- (9 in 10) Almost sure
- (10 in 10) Certain

26. Do you plan to elect the Reserve Components Survivor Benefit Plan (SBP) when eligible?

- Does not apply, I don't plan to remain until 20 years
- I have already elected to participate
- I have already elected not to participate
- Yes, upon receipt of my 20-year letter
- Yes, when I am 60 years old
- No
- Uncertain, I am not aware of the plan at all
- Uncertain, I don't understand the plan clearly
- Uncertain, I have not made up my mind

27. How concerned are you about the following as a result of current talk about force reductions in the Guard/Reserve? Mark one for each item.

- | | Very Greatly Concerned | Greatly Concerned | Moderately Concerned | Somewhat Concerned | Not At All Concerned |
|---|------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Your long-term opportunities in the Guard/Reserve | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. The financial burden on you and/or your family should you have to leave the Guard/Reserve unexpectedly | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Impact of my unit closing on my community | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

28. The questions below are about your preparedness. Mark one for each item.

- | | Yes | No | Don't Know | Does Not Apply |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Do you have a current written will? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Does anyone currently hold your power-of-attorney? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Do you have life insurance other than SGLI/VGLI? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Have you filled out a record of emergency data? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Does your spouse or next-of-kin know where to find your papers? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Do you verify/update annually your record of emergency data? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



29. If you were to be called up, how much of a problem would each of the following be for you or your family?
Mark one number for each item.

	A Serious Problem	Not A Problem	Don't Know	Does Not Apply
a. Employer problems at the beginning of the mobilization/activation/call-up	① ③ ④ ⑤ ⑥ ⑦	② ④ ⑤ ⑥ ⑦	③ ⑤ ⑥ ⑦	④ ⑤ ⑥ ⑦
b. Employer problems when you returned to your job	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
c. Getting the same job back after returning	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
d. Loss of civilian health benefits during the call-up	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
e. Loss of seniority, promotion opportunity, or job responsibility on civilian job	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
f. Loss of income during the call-up	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
g. Attitudes of supervisor or co-workers upon return	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
h. Business or medical practice would be damaged	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
i. Problems for patients, clients, customers	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
j. Spouse would need work but would not find job	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
k. Increased family problems	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
l. Increased chances for a marital separation or divorce	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
m. Problems for children	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
n. Burden on spouse	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥
o. Child care during the call-up	① ② ③ ④ ⑤ ⑥	② ③ ④ ⑤ ⑥	③ ④ ⑤ ⑥	④ ⑤ ⑥

30. People participate in the Guard/Reserve for many reasons. How much have each of the following contributed to your most recent decision to stay in the Guard/Reserve? Mark one for each item.

	Major Contribution	Moderate Contribution	Minor Contribution	No Contribution
a. Serving the country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Using educational benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Obtaining training in a skill that would help get a civilian job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Serving with the people in the unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Getting credit toward Guard/Reserve retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Opportunity to use military equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Challenge of military training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Needed the money for basic family expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Wanted extra money to use now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Saving income for the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Travel/"get away" opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Just enjoyed the Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Pride in my accomplishments in the Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

USE NO. 2 PENCIL ONLY

IV. MILITARY TRAINING, BENEFITS, AND PROGRAMS

31. How were you trained for your current Primary Occupational Specialty (MOS/Designator/Rating/AFSC)? Mark all that apply.

- In a formal service school
- On-the-job training (OJT) in a civilian job
- In a formal civilian school
- On-the-job training (OJT) in the active service
- On-the-job training (OJT) in a Guard/Reserve unit
- Correspondence course(s)

32. For all of 1991, what percentage of your Guard/Reserve time was spent working in your Primary Occupational Specialty (MOS/Designator/Rating/AFSC)?

- None 25-49% 75-99%
- 1-24% 50-74% 100% (All)

33. Is your current Primary Occupational Specialty (MOS/Designator/Rating/AFSC) the same one you had while on active duty?

- Does not apply, I don't have prior active duty service Yes
- No

34. How similar is your civilian job to your Guard/Reserve duty?

- Does not apply, I don't have a civilian job
- Does not apply, my civilian job is as a Guard/Reserve military technician
- Very similar
- Similar
- Somewhat similar
- Not similar at all

35. In calendar year 1991, which of the following did you participate in/perform? Mark all that apply.

- Drill weekends
- Annual Training/ACDUTRA
- Active duty (other than for training)
- Active duty for school training
- Guard/Reserve work at my home or on my civilian job

36. In 1991, how many days of Annual Training/ACDUTRA did you attend? Do not include school unless used to satisfy your Annual Training/ACDUTRA requirement.

- Did not attend 1991 Annual Training/ACDUTRA

Days		
①	②	③
④	⑤	⑥
⑦	⑧	⑨
⑩	⑪	⑫

37. Did you attend the 1991 Annual Training/ACDUTRA a few days at a time, a week or more at a time, or all at once?

- Did not attend 1991 Annual Training/ACDUTRA
- A few days at a time, several times over the year
- A week or more at a time
- All at once

38. In calendar year 1991, how many paid "Workdays," in addition to any regular drill days and Annual Training/ACDUTRA, did you serve?

- None

Paid Workdays

①	②	③
④	⑤	⑥
⑦	⑧	⑨
⑩	⑪	⑫

39. In an average month in 1991, how many unpaid hours did you spend at your drill location (place of regular duty)?

- None

Unpaid Hours Per Month

①	②	③
④	⑤	⑥
⑦	⑧	⑨
⑩	⑪	⑫

40. For all of 1991, what was your total Guard/Reserve income BEFORE taxes and deductions? Include any pay from drills, Annual Training/ACDUTRA, enlistment or affiliation bonuses, and any call-ups or other active duty or active duty for training. Please give your best estimate.

Total Guard/Reserve Income

\$						00
①	②	③	④	⑤	⑥	⑦
⑧	⑨	⑩	⑪	⑫	⑬	⑭
⑮	⑯	⑰	⑱	⑲	⑳	⑳
⑳	⑳	⑳	⑳	⑳	⑳	⑳

- Record the amount in the boxes. → \$
- Round to the nearest whole dollar.
- Fill in the unused boxes with zeros. (For example, if your answer is \$1,503.75, enter 01504.)
- Then mark the matching circle below each box. →

USE NO. 2 PENCIL ONLY

41. In an average month in 1991, how often did you and/or your spouse use each of the following? Mark one for each item.

TIMES USED IN AVERAGE MONTH

Not Used Once Twice Three to Five Times Six Times or More

- a. Commissary
b. Exchange
c. Other military facilities

42. Which of the following limit your and/or your spouse's use of the commissary and exchange? Mark all that apply in each column.

	A. Commissary	B. Exchange
Prices	<input type="radio"/>	<input checked="" type="radio"/>
Stock	<input type="radio"/>	<input type="radio"/>
Hours	<input type="radio"/>	<input checked="" type="radio"/>
Distance	<input type="radio"/>	<input checked="" type="radio"/>
Military does not allow more frequent use	<input type="radio"/>	<input checked="" type="radio"/>

43. Are you now eligible for educational benefits as a result of military service? Mark all that apply.

- No, GO TO QUESTION 45
 Yes, State benefits for my Guard/Reserve service
 Yes, Montgomery GI Bill for Selected Reserve
 Yes, Active Force benefits (VEAP, GI Bill)
 Don't know/am not sure

44. Which educational benefits are you now using? Mark all that apply.

- None
 State benefits for Guard/Reserve
 Montgomery GI Bill for Selected Reserve
 Active Force benefits (VEAP, GI Bill)

45. Which of the following medical/hospitalization coverages do you have? Mark all that apply.

- My spouse's active duty military coverage
 My active duty military coverage
 Veterans' (VA) coverage
 My civilian employer's health care plan
 My spouse's civilian employer's plan
 Other private coverage
 None, GO TO QUESTION 47

46. How would you rate the coverage provided by the civilian medical insurance which you have?

- Does not apply, I do not have civilian medical insurance
 Excellent
 Good
 Fair
 Poor

47. If it were available through your membership in the Guard or Reserve, would you be interested in purchasing medical insurance?

- Yes, for myself and my family
 Yes, for myself only
 Not sure
 No, GO TO QUESTION 49

48. If you could buy medical insurance through Guard/Reserve participation, what is the maximum premium cost you would be willing to pay per month?

- Less than \$50 per month
 \$50 per month
 \$100 per month
 \$150 per month
 \$200 per month
 \$250 or more per month

49. How much did you spend on health care services and products (for you and your family) last year? Include CHAMPUUS deductions, civilian insurance premiums, and drugs, etc. Do not include dental care.

- Less than \$100
 \$100 to \$500
 \$501 to \$1,000
 \$1,001 to \$1,500
 \$1,501 to \$2,500
 More than \$2,500
 Don't know

50. Which of the following dental coverages do you have? Mark all that apply.

- My spouse's active duty military coverage
 My active duty military coverage
 Veterans' (VA) coverage
 My civilian employer's dental plan
 My spouse's civilian employer's plan
 Other private coverage
 None, GO TO QUESTION 52

51. How would you rate the coverage provided by the civilian dental insurance which you have?

- Does not apply, I do not have civilian dental insurance
 Excellent
 Good
 Fair
 Poor

52. If it were available through your membership in the Guard or Reserve, would you be interested in purchasing dental insurance?

- Yes, for myself and my family
 Yes, for myself only
 Not sure
 No, GO TO QUESTION 54

USE NO. 2 PENCIL ONLY

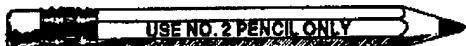
53. If you could buy dental insurance through monthly withholding from your Reserve paycheck, what is the maximum premium cost you would be willing to pay per month?
- Less than \$25 per month
 - \$50 per month
 - \$100 per month
 - \$150 per month
 - \$200 per month
 - \$250 or more per month
54. How much did you spend for dental treatment (for you and your family) last year? (Include civilian premiums as well as direct payments for treatment.)
- Less than \$100
 - \$100 - \$200
 - \$201 - \$300
 - \$301 - \$500
 - \$501 - \$800
 - \$801 - \$1,000
 - \$1,001 - \$2,000
 - More than \$2,000
 - Don't know

55. How much of a problem is each of the following for your unit in meeting your unit's training objectives? Please mark the number which shows your opinion on the lines below. For example, people who feel that an item is Not A Problem would mark 7. People who feel that an item is A Serious Problem would mark 1. Others may have opinions somewhere between 1 and 7. Mark one for each item.

	A Serious Problem	Not A Problem	Don't Know
a. Out-of-date equipment/weapons	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
b. Poor mechanical condition of equipment/weapons	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
c. Being below strength in Grades E-1 - E-4	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
d. Being below strength in Grades E-5 - E-9	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
e. Not enough staff resources to plan effective training	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
f. Low attendance of unit personnel at Unit Drills	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
g. Low attendance of unit personnel at Annual Training/ACDUTRA	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
h. Ineffective training during Annual Training/ACDUTRA	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
i. Shortage of MOS/Rating/Specialty/AFSC qualified personnel	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
j. Low quality of personnel in low grade unit drill positions	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
k. Not enough drill time to practice skills	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
l. Not enough time to plan training objectives and get all administrative paperwork done	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
m. Lack of access to good training facilities and grounds	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
n. Lack of good instruction manuals and materials	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
o. Lack of supplies, such as ammunition, gasoline, etc.	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
p. Excessive turnover of unit personnel	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
q. Inability to schedule effective unit annual training due to gaining command's operating schedule	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦
r. Uncertainty about future status of unit	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦	① ② ③ ④ ⑤ ⑥ ⑦

PLEASE CHECK: HAVE YOU MARKED A CIRCLE FOR EACH ITEM?

56. How do you usually get to the place of regular military duty or drills? Mark one.
- Drive myself
 - Driven by spouse
 - Driven by another family member
 - Car pool
 - Civilian air transportation
 - Military air transportation
 - Other public transportation
 - Taxi
 - Walk
 - Other
57. How long does it usually take you to get from home to the place where your unit meets/drills? Mark one.
- 0-19 minutes
 - 20-39 minutes
 - 40-59 minutes
 - 1-2 hours
 - 2-3 hours
 - 3-6 hours
 - 6 hours or more



FOR QUESTION 58 TO QUESTION 67 BELOW, PLEASE MARK THE NUMBER WHICH SHOWS YOUR OPINION ON THE LINE FOLLOWING EACH QUESTION. For example, people who are Very Satisfied would mark 7. People who are very Dissatisfied would mark 1. Others may have opinions somewhere between 1 and 7.

58. How satisfied are you with the training received during your unit drills?

**Very
Dissatisfied** **Very
Satisfied**

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

59. How satisfied are you with the opportunities you have to use your MOS/Designator/Rating/Specialty/AFSC skills during unit drills?

Very Dissatisfied **Very Satisfied**

①—②—③—④—⑤—⑥—⑦

60. How satisfied are you with the opportunities you have for promotion in your unit?

Very Dissatisfied **Very Satisfied**

61. How satisfied are you with your opportunities for leadership in your unit?

**Very
Dissatisfied** **Very
Satisfied**

62. In general, how would you describe the weapons or equipment your unit uses during your unit drills?

Out-of-Date **Up-to-Date**

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

63. In general, how would you describe the mechanical condition of the weapons and equipment your unit uses during training?

64. Overall, how satisfied were you with your unit's activities at 1991 Annual Training/ACDUTRA?

Does not apply, I didn't attend 1991 Annual Training/ACDUTRA

**Very
Dissatisfied** **Very
Satisfied**

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

In general, how would you describe the morale of military personnel in your unit?

**Morale is
Very Low**

66. In general, how satisfied are you with the supervision and direction given during unit drills?

**Very
Dissatisfied** **Very
Satisfied**

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

57. How do you feel about not going to the Persian Gulf area during Operation Desert Storm/Desert Shield?

Does not apply, I went to the Persian Gulf area

**Very
Displeased** **Very
Pleased**

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

68. How long have you been in your present unit?

**Years
in Present Unit**

Less than 1 year



69. How likely is it that another conflict requiring a Reserve call-up will occur in the next 5 years?

- (0 in 10) No chance
 - (1 in 10) Very slight possibility
 - (2 in 10) Slight possibility
 - (3 in 10) Some possibility
 - (4 in 10) Fair possibility
 - (5 in 10) Fairly good possibility
 - (6 in 10) Good possibility
 - (7 in 10) Probable
 - (8 in 10) Very probable
 - (9 in 10) Almost sure
 - (10 in 10) Certain

70. How likely is it that you would be called-up if such a mobilization occurred?

- (0 in 10) No chance
 - (1 in 10) Very slight possibility
 - (2 in 10) Slight possibility
 - (3 in 10) Some possibility
 - (4 in 10) Fair possibility
 - (5 in 10) Fairly good possibility
 - (6 in 10) Good possibility
 - (7 in 10) Probable
 - (8 in 10) Very probable
 - (9 in 10) Almost sure
 - (10 in 10) Certain

71. If you were mobilized for 30 days or more, would your total income:

- Increase greatly
- Increase somewhat
- Remain the same
- Decrease somewhat
- Decrease greatly

72. If mobilized, would you mobilize with your present unit?

- Yes
- No
- Don't know

73. If mobilized, would your military duties be the same as your current duties when attending Annual Training/ACDUTRA?

- Yes
- No
- Don't know

74. Are you Army or Air Force National Guard or Reserve?

- Yes
- No, GO TO QUESTION 78

75. Are you a military technician, i.e., a civilian employee of the Army or Air Force National Guard or Reserve?

- Yes
- No, GO TO QUESTION 78

76. How long have you been employed as a military technician?

- Less than 1 year

Years
as Technician



77. Do you drill with the same unit that you work in as a technician?

- Yes
- No

V INDIVIDUAL AND FAMILY CHARACTERISTICS

78. Are you male or female?

- Male
- Female

79. How old were you on your last birthday?

Age Last
Birthday



80. Where were you born?

- In the United States
- Outside the United States to military parents
- Outside the United States to non-military parents

81. Are you an American citizen?

- Yes
- No, resident alien
- No, not a resident alien

82. Did you vote in the last local election? In the last Presidential election?

A. LAST LOCAL ELECTION

- Yes, in person at the polls
- Yes, by absentee ballot
- No

B. LAST PRESIDENTIAL
ELECTION

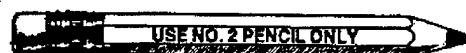
- Yes, in person at the polls
- Yes, by absentee ballot
- No

83. Are you of Spanish/Hispanic origin or descent?

- Yes
- No

84. Are you:

- American Indian/Alaskan Native
- Black/Negro/African-American
- Oriental/Asian/Chinese/Japanese/Korean/Filipino/
Pacific Islander
- White/Caucasian
- Other



85. AS OF TODAY, what is the highest school grade or academic degree that you have? DO NOT INCLUDE DEGREES FROM TECHNICAL/TRADE OR VOCATIONAL SCHOOLS. Mark one.

- Less than 12 years of school (no diploma)
- GED or other high school equivalency certificate
- High school diploma
- Some college, but did not graduate
- 2-year college degree
- 4-year college degree (BA/BS)
- Some graduate school
- Master's degree (MA/MS)
- Doctoral degree (PhD/MD/LLB)
- Other degree not listed above

86. If you are now attending civilian schooling, what kind of school is it? Mark all that apply.

- Does not apply, I do not attend school
- Vocational/trade/business or other career training school
- Junior or community college (2-year)
- Four-year college or university
- Graduate/professional school
- Other

87. What is the highest school grade or academic degree that you think you will complete in the future? Mark one.

- Does not apply, I don't plan to attend school in the future
- Less than 12 years of school (no diploma)
- GED or other high school equivalency certificate
- High school diploma
- Some college, but will not graduate
- 2-year college degree
- 4-year college degree (BA/BS)
- Some graduate school
- Master's degree (MA/MS)
- Doctoral degree (PhD/MD/LLB)
- Other degree not listed above

88. Have your parents (or guardians), brothers or sisters (Include step-brothers and step-sisters) served in or retired from the military? (Include Guard/Reserve.) Mark all that apply.

- | | A. | B. | C. | D. |
|--|-----------------------|-----------------------|-----------------------|-----------------------|
| | Father | Mother | Brother(s) | Sister(s) |
| Never served | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Currently serving in the military | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Served less than 8 years and separated | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Served more than 8 years (but not retired) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Retired from the military | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

89. What is your current marital status? Mark only one answer.

- Married for the first time
- Remarried
- Separated
- Widowed, GO TO QUESTION 100
- Divorced, GO TO QUESTION 100
- Never married, GO TO QUESTION 100

90. Is your spouse currently serving on active duty in the Armed Forces or in the Reserve/Guard?

- No
- Yes, in a Reserve/Guard Component

Yes, on active duty in the:

- | | |
|------------------------------------|--|
| <input type="radio"/> Regular Army | <input type="radio"/> Regular Marine Corps |
| <input type="radio"/> Regular Navy | <input type="radio"/> Regular Air Force |
| | <input type="radio"/> Regular Coast Guard |

91. Has your current spouse ever served in the U.S. Armed Forces, either on active duty or in the Reserve?

- No, spouse never served
- Yes, spouse is retired from Service
- Yes, spouse is separated from Service
- Yes, spouse is now in Service

92. How many years have you been married to your current spouse?

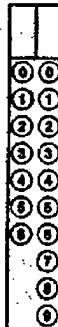
Years Married

- Less than 1 year



93. How old was your current spouse on her or his last birthday?

Age Last Birthday



94. Does your spouse speak English as the main language at home?

- Yes
- No

USE NO. 2 PENCIL ONLY

FOR QUESTIONS 95 AND 96 PLEASE MARK THE NUMBER WHICH SHOWS YOUR OPINION ON THE LINE FOLLOWING EACH QUESTION.

95. How well do you and your spouse agree on your civilian career plans?

Very Well

Not Well
At All

①—②—③—④—⑤—⑥—⑦

96. How well do you and your spouse agree on your military career plans?

Very Well

Not Well
At All

①—②—③—④—⑤—⑥—⑦

97. How much of a problem for your family are each of the following? Mark one for each item.

- a. Absence for weekend drills
b. Absence for Annual Training/ACDUTRA
c. Absence for extra time spent at Guard/Reserve

Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Does Not Apply	Don't Know
<input type="radio"/>					
<input type="radio"/>					
<input type="radio"/>					

98. What is your spouse's overall attitude toward your participation in the Guard/Reserve? Mark one.

- Very favorable
 Somewhat favorable
 Neither favorable nor unfavorable
 Somewhat unfavorable
 Very unfavorable

99. Has your spouse's support for your decision about staying in the military changed in the past year?

- Yes, increased
 No, decreased
 No, has not changed

101. Are arrangements for your dependents who live with you realistically workable for each of the following situations? Mark one for each item.

Does not apply, my dependents do not live with me.

Yes Probably No

a. Short-term emergency situation

such as a mobilization
exercise

b. Long-term situation such as
being called-up or mobilized

102. Are any of your dependents physically, emotionally, or intellectually handicapped requiring specialized treatment or care?

- No
 Yes, temporarily
 Yes, permanently

103. If you are a single-parent or a military member married to military member, do you have a military family care plan?

- Does not apply
 Yes
 No

104. Do you have elderly relatives for whom you have responsibility even if they are not your legal dependent(s)?

- No
 Yes

105. Does this elderly relative live with you?

- Does not apply
 Yes
 No

Age of dependent	NUMBER OF DEPENDENTS					
	None	1	2	3	4	More
a. Under 1 year	<input type="radio"/>					
b. 1 year to under 2 years	<input type="radio"/>					
c. 2-5 years	<input type="radio"/>					
d. 6-13 years	<input type="radio"/>					
e. 14-22 years	<input type="radio"/>					
f. 23-54 years	<input type="radio"/>					
g. 65 years or over	<input type="radio"/>					

USE NO. 2 PENCIL ONLY

VI CIVILIAN WORK

YOUR OWN EXPERIENCE

106. Are you currently? Mark all that apply.

- Working full-time as an Army or Air Force Guard/Reserve technician, GO TO QUESTION 109
- Working full-time in a civilian job (not technician)
- Working part-time in a civilian job
- With a civilian job but not at work because of temporary illness, vacation, strike, etc.
- Self-employed in own business
- Unpaid worker (volunteer or in family business)
- Unemployed, laid off, looking for work
- Not looking for work but would like to work
- In school
- Retired
- A homemaker
- Other

108. How much of a problem for your main employer (or for you, if self-employed) are each of the following? Mark one for each item.

- a. Absence for weekend drills
- b. Absence for Annual Training/ACDUTRA
- c. Absence for extra time spent at Guard/Reserve
- d. Time spent while at civilian work on Guard/Reserve business

THE NEXT QUESTIONS ARE ABOUT YOUR CIVILIAN JOB IN 1991. IF YOU HAD MORE THAN ONE JOB, PLEASE ANSWER THESE QUESTIONS FOR THE JOB WHERE YOU WORKED THE MOST HOURS PER WEEK FOR MOST OF THE YEAR.

109. What kind of work did you do; that is, what is your job called? For example, electrical engineer, construction worker, carpenter, high school teacher, typist, etc.

- I had no civilian job in 1991, GO TO QUESTION 122

WRITE THE NAME OF YOUR JOB IN THE BOX BELOW.

KIND OF WORK/JOB TITLE:

110. Which of the following best describes your civilian employer in 1991? Mark one.

- Federal Government
- State Government
- Local Government (including public schools)
- Self-employed in own business
- Private firm with more than 500 employees
- Private firm with 100-499 employees
- Private firm with less than 100 employees
- Working without pay in family business or farm

107. What is your immediate (main) civilian supervisor's overall attitude toward your participation in the Guard/Reserve? Mark one.

- Does not apply, I am not working at a civilian job, GO TO QUESTION 109
- Does not apply, I am self-employed
- Very favorable
- Somewhat favorable
- Neither favorable nor unfavorable
- Somewhat unfavorable
- Very unfavorable

111. What kind of organization did you work for in 1991? (For example, TV and radio, manufacturing, retail shoe store, police department, etc. Federal workers: enter the Agency, Department or Government Branch for which you work.)

WRITE THE KIND OF ORGANIZATION (BUSINESS/INDUSTRY) IN THE BOX BELOW.
DO NOT WRITE THE NAME OF THE COMPANY.

KIND OF ORGANIZATION:

112. What was your Federal Government pay type and grade at the end of 1991? Mark both the pay type and number grade.

- Does not apply, I didn't work for the Federal Government

A. Pay Type	B. Number Grade
<input type="radio"/> SES or other executive pay	<input type="radio"/> 8
<input type="radio"/> GM	<input type="radio"/> 7
<input type="radio"/> GS	<input type="radio"/> 6
<input type="radio"/> WS	<input type="radio"/> 5
<input type="radio"/> WL	<input type="radio"/> 4
<input type="radio"/> WG	<input type="radio"/> 3
<input type="radio"/> US Postal Service	<input type="radio"/> 2
<input type="radio"/> Other	<input type="radio"/> 1

121. During 1991, what was the TOTAL AMOUNT THAT YOU EARNED FROM ALL CIVILIAN JOBS or your own business BEFORE taxes and other deductions?
Include earnings as a Guard/Reserve technician.
Include commissions, tips, or bonuses.
Give your best estimate.

Amount Earned at Civilian Job			
<input type="radio"/> More than \$100,000	\$	00	
<input type="radio"/> None			

122. In 1991, how many weeks were you without a job and looking for work?

Weeks Looking for Work	
<input type="radio"/> I had a job throughout 1991	
<input type="radio"/> I was not looking for work	

123. Do you currently have a spouse?

- No, GO TO QUESTION 131
- Yes
- Yes, separated, GO TO QUESTION 131

B. YOUR SPOUSE'S WORK EXPERIENCE

124. Is your spouse: Mark all that apply.

- Working full-time in Federal civilian job
- Working full-time in civilian job (not technician or Federal)
- Working part-time in Federal civilian job
- Working part-time in civilian job (not Federal)
- Self-employed in his or her own business
- With a job, but not at work because of TEMPORARY illness, vacation, strike, etc.
- Unpaid worker (volunteer or in family business)
- Unemployed, laid off, or looking for work
- In school
- Retired
- A homemaker
- Other

125. Is your spouse: Mark all that apply.

- In the Armed Forces, full-time Active Component,
GO TO QUESTION 126
- In the Armed Forces, full-time Reserve Component
(FTS-AGR/TAR), GO TO QUESTION 126
- Full-time as a Guard/Reserve technician in the Army
or the Air Force, GO TO QUESTION 127
- Part-time in the Guard/Reserve,
GO TO QUESTION 127
- None of the above, GO TO QUESTION 129

126. Was your full-time active duty spouse deployed during Operation Desert Shield/Desert Storm?

- No, remained at home installation,
GO TO QUESTION 129
- Yes, deployed to the Persian Gulf Area,
GO TO QUESTION 128
- Yes, deployed to other overseas location,
GO TO QUESTION 128

127. Was your Guard/Reserve spouse mobilized/activated/called-up for Operation Desert Shield/Desert Storm?

- No, GO TO QUESTION 129
- Yes, deployed to the Persian Gulf area
- Yes, deployed to other overseas location
- Yes, stayed in our local community
- Yes, served elsewhere in United States

128. How many months was your spouse on Active Duty during Operation Desert Shield/Desert Storm?

Months	
<input type="radio"/> 0	0
<input type="radio"/> 1	1
<input type="radio"/> 2	2
<input type="radio"/> 3	3
<input type="radio"/> 4	4
<input type="radio"/> 5	5
<input type="radio"/> 6	6
<input type="radio"/> 7	7
<input type="radio"/> 8	8
<input type="radio"/> 9	9

129. In 1991, how many hours per week did YOUR SPOUSE work for pay, either full or part-time, at a civilian job? Give your best estimate.

None, GO TO QUESTION 131

Hours Per Week

0	1
2	3
4	5
6	7
8	9
10	11
12	13
14	15
16	17
18	19
20	21
22	23
24	25
26	27
28	29
30	31
32	33
34	35
36	37
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64	65
66	67
68	69
70	71
72	73
74	75
76	77
78	79
80	81
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84	85
86	87
88	89
90	91
92	93
94	95
96	97
98	99
100	101

130. Altogether in 1991, what was the total amount that YOUR SPOUSE earned from a civilian job or his or her own business, BEFORE taxes and other deductions? Include earnings as a Guard/Reserve technician. Include commissions, tips, or bonuses. Give your best estimate.

More than \$100,000
 None

Amount Earned by Spouse
\$.00

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
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91	91	91	91
92	92	92	92
93	93	93	93
94	94	94	94
95	95	95	95
96	96	96	96
97	97	97	97
98	98	98	98
99	99	99	99
100	101	101	101

VII FAMILY RESOURCES

131. During 1991, did you or your spouse receive any income from the following sources? Mark "YES" or "NO" for each item.

RECEIVED

- | Yes | No | INCOME SOURCE |
|-----------------------|-----------------------|--|
| <input type="radio"/> | <input type="radio"/> | a. Interest and Dividends on Savings |
| <input type="radio"/> | <input type="radio"/> | b. Stocks, Bonds or Other Investments |
| <input type="radio"/> | <input type="radio"/> | c. Alimony, Child Support or Other Regular Contributions from Persons not Living in Your Household |
| <input type="radio"/> | <input type="radio"/> | d. Unemployment Compensation or Workers Compensation |
| <input type="radio"/> | <input type="radio"/> | e. Pensions from Federal, State or Local Government Employment |
| <input type="radio"/> | <input type="radio"/> | f. Pensions from Private Employer or Union |
| <input type="radio"/> | <input type="radio"/> | g. Veterans benefits or pensions |
| <input type="radio"/> | <input type="radio"/> | h. GI Bill |
| <input type="radio"/> | <input type="radio"/> | i. Social Security or Railroad Retirement |
| <input type="radio"/> | <input type="radio"/> | j. Supplemental Security Income |
| <input type="radio"/> | <input type="radio"/> | k. Public Welfare or Assistance |
| <input type="radio"/> | <input type="radio"/> | l. WIC (food programs for women, infants and children) |
| <input type="radio"/> | <input type="radio"/> | m. Government Food Stamps |
| <input type="radio"/> | <input type="radio"/> | n. Anything else not including earnings from wages or salaries |

132. During 1991, how much did you or your spouse receive from the income sources listed in Question 131? Do not include earnings from wages or salaries in this question. Give your best estimate.

No income from sources in Question 131
 More than \$100,000

\$.00

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
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89	89	89	89
90	90	90	90
91	91	91	91
92	92	92	92
93	93	93	93
94	94	94	94
95	95	95	95
96	96	96	96
97	97	97	97
98	98	98	98
99	99	99	99
100	101	101	101

133. Overall how do you feel about your family income; that is, all the money that comes to you and other members of your family living with you?

- Very satisfied
 Satisfied
 Neither satisfied nor dissatisfied
 Dissatisfied
 Very dissatisfied

USE NO. 2 PENCIL ONLY

YOUR RESIDENCE

134. How far is your new principal residence from your last principal residence? Mark one.

- I have not moved since joining the Guard/Reserve
- Less than 50 miles
- 50 to 100 miles
- 101 to 250 miles
- 251 to 500 miles
- More than 500 miles

135. Do you RENT or OWN your principal residence?

- Neither, live in government-owned or leased housing
- Neither, live with friends/relatives and PAY NO COSTS, GO TO QUESTION 142
- Neither, live in other accommodations
- RENT
- OWN

136. How long have you RENTED or OWNED your residence?

- 3 months or less
- 37 to 48 months
- 4 to 6 months
- 49 to 59 months
- 7 to 12 months
- 5 to 10 years
- 13 to 24 months
- 11 to 20 years
- 25 to 36 months
- 21 or more years

If "RENT" continue with Question 137

If "OWN" go to Question 138

137. How much TOTAL RENT is paid for your residence PER MONTH?

If you share the rent, enter the total rent paid by all occupants. (For example, if it is \$525 enter 0525 in the boxes and fill in the matching circles. Include RENT only. Other housing costs will be asked for later.)

Dollars Per Month

\$.00
0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

138. What is your monthly house payment for your residence? (Include the PRINCIPAL AND INTEREST on all mortgages or trusts, real estate TAXES and homeowner's INSURANCE. Also include land lease, mobile home lot rental, or berthing fees, if applicable. Other housing costs, such as utility and maintenance costs, etc., will be asked for later. Example: If your payment is \$890, enter 0890 in the boxes, then fill in the matching circles.)

Dollars Per Month

\$.00

0	0	0	0
1	1	1	1
2	2	2	2
3	3	3	3
4	4	4	4
5	5	5	5
6	6	6	6
7	7	7	7
8	8	8	8
9	9	9	9

139. Over the last 12 months, what was the AVERAGE MONTHLY cost of all utilities (except telephone and cable TV) paid separately from other rental or home ownership costs?

- DOES NOT APPLY, No utilities are paid separately
- Do not have a basis for estimating utility costs

For each utility, add all costs for the LAST 12 MONTHS and divide by 12. (If you do not know the costs for all 12 months, please estimate.)

Enter the average monthly cost for each utility in the space below, then enter the TOTAL at the right.

Dollars Per Month

\$.00

Monthly Average	
Electricity	\$
Natural Gas/Propane	\$
Fuel Oil	\$
Wood/Cool	\$
Water/Sewer	\$
Garbage	\$
Total	\$

0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

140. Enter the AVERAGE MONTHLY maintenance cost paid for the UPKEEP of the residence. Round off to the nearest dollar.
- No maintenance costs are paid separately

- INCLUDE only maintenance such as plumbing, electrical, heating/cooling system or structural repairs, yard upkeep, etc.
 - DO NOT INCLUDE the cost of home improvements (e.g., remodeling, new roof, new furnace, major appliances), new shrubs, new fences, or other additions.
- Example: If your cost is \$25 per month, enter 025 in the boxes, then fill in the matching circles.

Dollars Per Month

\$

0	0
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

 .00

141. Enter the AVERAGE MONTHLY cost of any of the following housing expenses for the residence, condominium fee, homeowner's association fee, property and hazard insurance, if NOT included in Question 137 or Question 138.

Fill in the grid for EACH expense you do have or mark "None" for EACH expense you do not have.

Condominium Fee	Homeowner's Assoc. Fee	Property & Hazard Insurance																																																																		
\$ <table border="1" style="display: inline-table; vertical-align: middle;"><tr><td> </td><td> </td></tr><tr><td>0</td><td>0</td></tr><tr><td>1</td><td>1</td></tr><tr><td>2</td><td>2</td></tr><tr><td>3</td><td>3</td></tr><tr><td>4</td><td>4</td></tr><tr><td>5</td><td>5</td></tr><tr><td>6</td><td>6</td></tr><tr><td>7</td><td>7</td></tr><tr><td>8</td><td>8</td></tr><tr><td>9</td><td>9</td></tr></table> .00			0	0	1	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	9	9	\$ <table border="1" style="display: inline-table; vertical-align: middle;"><tr><td> </td><td> </td></tr><tr><td>0</td><td>0</td></tr><tr><td>1</td><td>1</td></tr><tr><td>2</td><td>2</td></tr><tr><td>3</td><td>3</td></tr><tr><td>4</td><td>4</td></tr><tr><td>5</td><td>5</td></tr><tr><td>6</td><td>6</td></tr><tr><td>7</td><td>7</td></tr><tr><td>8</td><td>8</td></tr><tr><td>9</td><td>9</td></tr></table> .00			0	0	1	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	9	9	\$ <table border="1" style="display: inline-table; vertical-align: middle;"><tr><td> </td><td> </td></tr><tr><td>0</td><td>0</td></tr><tr><td>1</td><td>1</td></tr><tr><td>2</td><td>2</td></tr><tr><td>3</td><td>3</td></tr><tr><td>4</td><td>4</td></tr><tr><td>5</td><td>5</td></tr><tr><td>6</td><td>6</td></tr><tr><td>7</td><td>7</td></tr><tr><td>8</td><td>8</td></tr><tr><td>9</td><td>9</td></tr></table> .00			0	0	1	1	2	2	3	3	4	4	5	5	6	6	7	7	8	8	9	9
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<input type="radio"/> None	<input type="radio"/> None	<input type="radio"/> None																																																																		
Dollars per Month	Write the numbers in the boxes	Then fill in the matching circles																																																																		

VIII MILITARY LIFE

142. How do you feel about the amount of time you spend on each activity listed below? Mark one for each activity.

	I Spend Too Much Time	I Spend About the Right Amount of Time	I Don't Spend Enough Time	Does Not Apply
a. Your civilian job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Family activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Leisure activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Community activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

143. The Guard/Reserve are developing new information materials. Below is a list of topics that might be included. How interested would you be in receiving such materials? Please mark your interest in information about each topic.

For each item, mark if you are:

	Very Interested	Interested	Somewhat Interested	Not Interested At All
e. Retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Survivor Benefit Plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Family benefits in the Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Mobilization procedures for dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Selected Reserve GI Bill Educational Assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Soldiers/Sailors Civil Relief	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Dental Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Medical Insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Mobilization Preparations for Small Business Owners and Partners/Independent Practitioners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

144: All things considered, please indicate your level of satisfaction or dissatisfaction with each feature of the Guard/Reserve listed below.

For each item, mark if you are:

For each item, mark if you are:	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied
a. Military pay and allowances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Commissary privileges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Exchange privileges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Morale/welfare/recreation privileges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Time required at Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Military retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Unit social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Opportunities for education/training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Opportunity to serve one's country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Acquaintances/friendships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

145. Overall, how satisfied are you with the pay and benefits you receive for the amount of time you spend on Guard/Reserve activities?

**Very
Dissatisfied** **Very
Satisfied**

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

146. Overall, how satisfied are you with your participation in the Guard/Reserve?

**Very
Dissatisfied** **Very
Satisfied**

① — ② — ③ — ④ — ⑤ — ⑥ — ⑦

147. We're interested in any comments you'd like to make about Guard/Reserve personnel policies, whether or not the topic was covered in this survey.

DO YOU HAVE ANY COMMENTS?

- No
 Yes - Please fill out the **COMMENT SHEET** on page 23.

**THANK YOU VERY MUCH FOR
ANSWERING THIS SURVEY.
PLEASE RETURN IT IN THE
ENVELOPE PROVIDED.**

~~USE NO 2 PENCIL ONLY~~

COMMENT SHEET

Please provide us with comments you may have regarding Reserve policies or Reserve activities in general in the space below. Before commenting, please fill in one circle in each section.

Mr Rank

- Officer
 Enlisted

Your Component

- Army National Guard (ARNG)
 Army Reserve (USAR)
 Naval Reserve (USNR)
 Marine Corps Reserve (USMCR)
 Air National Guard (ANG)
 Air Force Reserve (USAFR)
 Coast Guard Reserve (USCGR)

1992 Reserve Components Survey of Spouses

The National Guard and Reserve Components are conducting a survey of people married to military personnel from the Reserve Components to find out about their experiences. You have been selected to participate in this important survey. Please read the instructions on the next page before you begin the questionnaire.

PRIVACY NOTICE

AUTHORITY: 10 U.S.C. 136

PRINCIPAL PURPOSE OR PURPOSES:

Information collected in this survey is used to sample attitudes and/or discern perceptions of social problems observed by the Guard and Reserve Components members and to support additional manpower research activities. This information will assist in the formulation of policies which may be needed to improve the environment for Reserve Components members and families.

ROUTINE USES: None

DISCLOSURE: Your survey instrument will be treated as confidential. All identifiable information will be used only by persons engaged in, and for the purposes of, the survey. It will not be disclosed to others or used for any other purpose. Only group statistics will be reported. Your responses will not influence your spouse's career.

Public reporting burden for this collection of information is estimated to average 20 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Department of Defense, Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0340), Washington, DC 20503. Please do not return survey to either of these addresses. Return your completed survey in the envelope provided.



OFFICE USE ONLY

- PN
- NR
- RF
- NE

INSTRUCTIONS FOR COMPLETING THE SURVEY

- Please use a No. 2 pencil.



- Make heavy black marks that fill the circle for your answer.

- Please do not make stray marks of any kind.

INCORRECT MARKS

CORRECT MARK

- Sometimes you will be asked to "Mark ALL that apply." When this instruction appears, you may mark more than one answer.

Example:

If you are now attending a civilian school, what kind of school is it? Mark ALL that apply.

- Does not apply, I don't attend school
- Vocational, trade, business, or other career training school
- Junior or community college (2-year)
- Four-year college or university
- Graduate or professional school
- Other

If your answer is "Junior or community college (2-year)" and "Other," then mark those two circles clearly.

- Sometimes you will be asked to "Mark one." When this instruction appears, mark the one best answer.

Example:

Which of the following best describes the type of place where you are living now? Mark one.

- In military housing on a base/installation
- In a large city (over 250,000)
- In a suburb near a large city
- In a medium-sized city (50,000-250,000)
- In a suburb near a medium-sized city
- In a small city or town (under 50,000)
- On a farm or ranch
- In a rural area but not on a farm or ranch

If your answer is "In a suburb near a large city," then mark that one circle.

- Answers to some of the questions will be on a SEVEN-POINT SCALE.

Example:

How well do you and your spouse agree on his/her military career plans? Mark one.

Very Well
At All

① — ② — ③ — ● — ⑤ — ⑥ — ⑦

If your answer is "Very Well," you would mark the circle for number 1.

If your answer is "Not Well at All," you would mark the circle for number 7.

If your opinion is somewhere in between, you would mark the circle for number 2 or 3 or 4 or 5 or 6.

- If you are asked to give numbers for your answer, please record as shown below.

Example:

How old were you on your last birthday?

If your answer is 24...

Write the numbers in the boxes, making sure that the last number is always placed in the right-hand box.

Fill in the unused boxes with zeros.

Then darken the circle for the matching number below each box.

Age Last Birthday	
Write the number In the boxes →	2 4
	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>
Then fill in the matching circles →	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/>

USE NO. 2 PENCIL ONLY

IMPORTANT NOTICE

1. Are you a member of the Guard/Reserve?
 Yes No
2. This survey is addressed to you as a SPOUSE of a National Guard or Reserve member and asks for your views as a SPOUSE.
3. If you are a member of the Guard or Reserve and you do not have a spouse, please mark the answer below and return this survey in the enclosed envelope.
 I do not have a spouse
4. If you are a member of the National Guard or Reserve, you may also be asked to fill out a survey specifically designed for officer or enlisted personnel. This survey for spouses is different from the ones for members of the Guard or Reserve. Please fill out this survey AND one for members if you receive one.
5. Have you received the 1992 Reserve Components Survey of Officer and Enlisted Personnel at your unit or in the mail? Mark one.
 Yes No

PLEASE CONTINUE WITH THIS SURVEY

I FAMILY MILITARY EXPERIENCE

1. In which Guard/Reserve component is your spouse? Mark one.
 Army National Guard
 Army Reserve
 Naval Reserve
 Marine Corps Reserve
 Air National Guard
 Air Force Reserve
 Coast Guard Reserve
2. Which of the following best describes your husband's/wife's participation in the National Guard or Reserve? Mark one.
 Drilling Member (A National Guard or Reserve member drilling with a unit who is required to perform a minimum of 2 weeks of Annual Training/ACDUTRA and an average of one weekend per month, usually at a local unit.)
 IMA-Individual Mobilization Augmentee (A Reserve member who trains with an active force organization instead of a Reserve unit.)
 Military Technician (A federal civilian employee of an Army or Air Force Guard or Reserve unit who is also a military member in the same unit.)

3. What is your spouse's present pay grade? Mark one.

Enlisted Grades	Officer Grades
<input type="radio"/> E-1	<input type="radio"/> O-1
<input type="radio"/> E-2	<input type="radio"/> O-2
<input type="radio"/> E-3	<input type="radio"/> O-3
<input type="radio"/> E-4	<input type="radio"/> O-4
<input type="radio"/> E-5	<input type="radio"/> O-5
	<input type="radio"/> O-6
	<input type="radio"/> O-7 and above

4. How likely is your spouse to STAY in the Guard/Reserve at the end of any current term/obligation? Mark one.

- (0 in 10) No chance
- (1 in 10) Very slight possibility
- (2 in 10) Slight possibility
- (3 in 10) Some possibility
- (4 in 10) Fair possibility
- (5 in 10) Fairly good possibility
- (6 in 10) Good possibility
- (7 in 10) Probable
- (8 in 10) Very probable
- (9 in 10) Almost sure
- (10 in 10) Certain
- Don't know

5. How many more years does your spouse plan on serving in the Guard/Reserve? Mark the answer which best describes your spouse's plans.

- Less than one year
- 1-2 years
- 2-3 years
- 3-5 years
- 5-8 years
- 8-10 years
- 10-12 years
- 12-16 years
- 17 or more years
- Don't know

6. Does your spouse plan on staying in the Guard/Reserve long enough to qualify for retired pay?

- Already qualified
- Yes
- No
- Don't know/undecided

7. Was your spouse's original decision to join the Guard or Reserve made before or after you married?

- Before we married
- After we married

USE NO. 2 PENCIL ONLY

8. Have you ever served in the U.S. Armed Forces, either in active duty or in the Reserve? Mark ALL that apply.

No, I have never served. GO TO QUESTION 12

Yes, retired from

- Active Army (USA)
- Active Navy (USN)
- Active Marine Corps (USMC)
- Active Air Force (USAF)
- Active Coast Guard (USCG)
- Army National Guard (ARNG)
- Army Reserve (USAR)
- Naval Reserve (USNR)
- Marine Corps Reserve (USMCR)
- Air National Guard (ANG)
- Air Force Reserve (USAFR)
- Coast Guard Reserve (USCGR)

Yes, separated from

- Active Army (USA)
- Active Navy (USN)
- Active Marine Corps (USMC)
- Active Air Force (USAF)
- Active Coast Guard (USCG)
- Army National Guard (ARNG)
- Army Reserve (USAR)
- Naval Reserve (USNR)
- Marine Corps Reserve (USMCR)
- Air National Guard (ANG)
- Air Force Reserve (USAFR)
- Coast Guard Reserve (USCGR)

Yes, now serving in

- Active Army (USA)
- Active Navy (USN)
- Active Marine Corps (USMC)
- Active Air Force (USAF)
- Active Coast Guard (USCG)
- Army National Guard (ARNG)
- Army Reserve (USAR)
- Naval Reserve (USNR)
- Marine Corps Reserve (USMCR)
- Air National Guard (ANG)
- Air Force Reserve (USAFR)
- Coast Guard Reserve (USCGR)

9. What is/was your highest pay grade? Mark one.

Enlisted Grades

- E-1
- E-2
- E-3
- E-4
- E-5
- E-6
- E-7
- E-8
- E-9

Officer Grades

- O-1
- O-2
- O-3
- O-4
- O-5
- O-6
- O-7 and above

10. When you finally leave (or left) the military, how many total years of service do you expect to have (or did you have)?

Write the number
in the boxes →

①	②
③	④
⑤	⑥
⑦	⑧
⑨	⑩

Then fill in the
matching circles →

11. If you previously served in the military and you are not currently serving, why did you leave the military?
Mark the one most important reason.

- Does not apply, am currently serving
- Forced to separate, did not want to leave
- Did not like the specific military job assignment
- Did not like the military in general
- Better civilian job opportunity
- Left to have/raise child/family
- Health reason
- Spouse wanted me to leave
- Retired
- Family problems
- Drills/duty conflicted with civilian job
- Drills/duty conflicted with family responsibilities

II YOUR BACKGROUND AND FAMILY

12. Are you male or female?

- Male
- Female

13. How old were you on your last birthday?

Write the number
in the boxes →

Age Last
Birthday

①	②
③	④
⑤	⑥
⑦	⑧
⑨	⑩

Then fill in the
matching circles →

14. Where were you born?

- In the United States
- Outside the United States to military parents
- Outside the United States to non-military parents

15. Are you an American citizen?

- Yes
- No, resident alien
- No, not a resident alien

16. Are you of Spanish/Hispanic origin or descent?

- Yes
- No

17. Are you:

- American Indian/Alaskan Native
- Black/Negro/African-American
- Oriental/Asian/Chinese/Japanese/Korean/Filipino/
Pacific Islander
- White/Caucasian
- Other

USE NO. 2 PENCIL ONLY

18. Do you speak English as your main language at home?

- Yes
- No

19. AS OF TODAY, what is the highest degree or diploma that you hold? Do not include degrees from technical, trade, or vocational schools. Mark one.

- No degree or diploma
- GED or other high school equivalency certificate
- High school diploma
- Some college but did not graduate
- Associate/junior college/military junior college degree (2-year degree)
- Bachelor's degree (BA/BS)
- Some graduate school
- Master's degree (MA/MS)
- Doctoral degree (PhD/MD/LLB)
- Other degree not listed above

20. If you are now attending a civilian school, what kind of school is it? Mark ALL that apply.

- Does not apply, I don't attend school
- Vocational, trade, business, or other career training school
- Junior or community college (2-year)
- Four-year college or university
- Graduate or professional school
- Other

21. Are you currently:

- Married for the first time
- Remarried

22. How long have you been married to your current spouse?

- Less than 1 year

Years Married	
1	1
2	2
3	3
4	4
5	5
6	6
7	7
8	8
9	9

23. How many dependents do you and your spouse have in each age group? Do not include yourself or your spouse. For the purpose of this question, a dependent is anyone related to you by blood, marriage, or adoption, and who depends on you for over half his or her support.

We have no dependents, GO TO QUESTION 26

NUMBER OF DEPENDENTS

5 or
More

Age of dependent	None	1	2	3	4	5 or More
a. Under 1 year	<input type="radio"/>					
b. 1 year to under 2 years	<input type="radio"/>					
c. 2-5 years	<input type="radio"/>					
d. 6-13 years	<input type="radio"/>					
e. 14-22 years	<input type="radio"/>					
f. 23-64 years	<input type="radio"/>					
g. 65 years or over	<input type="radio"/>					

24. If you have dependent children in Question 23 who do not currently live with you, with whom do these dependents live? Mark ALL that apply.

- Does not apply
- Spouse
- Ex-spouse
- Grandmother
- Grandfather
- Other relative
- Friend
- School
- Other

25. Are any of your dependents physically, emotionally, or intellectually handicapped requiring specialized treatment or care? Mark ALL that apply.

- Yes, permanently
- Yes, temporarily
- No

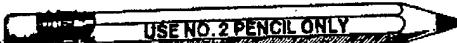
26. Do you have elderly relatives for whom you have responsibility even if they are not your legal dependent(s)?

- Yes
- No

27. Does this elderly relative live with you?

- Does not apply
- Yes
- No

USE NO. 2 PENCIL ONLY



**IF YOU HAVE NO CHILDREN UNDER AGE 15 WHO
USUALLY LIVE WITH YOU MARK THE CIRCLE BELOW
AND GO TO QUESTION 36.**

- I have no children under age 15 who usually live with me

28. During last month, who usually took care of your youngest (or only) child while you worked, looked for work, or were in school? Mark the arrangement in which the child spent the most hours.

Does not apply, I was not working, looking for work, or in school, GO TO QUESTION 36

Spouse cared for child

Child's brother or sister age 15 or over

Child's brother or sister under age 15

Child's grandparent

Other relative of child

Child cares for self

Non-relative

Child was in school or day care

29. Where was your youngest child usually cared for under this arrangement? Mark one.

Child was in military day care center

Child was in nursery or preschool

Child was in elementary or secondary school

Child Development Center/Day Care Center

Child's home

Licensed family day care home

Other private home (not licensed)

Other place

30. How many hours a week was your youngest or only child usually cared for under this arrangement?

Hours a Week
0
0
0
1
1
1
2
2
3
3
4
4
5
5
6
6
7
7
8
8
9
9

31. How much did you pay for child care during the last month for your youngest or only child?

Amount

\$	1	1	1
	0	0	0
	1	1	1
	2	2	2
	3	3	3
	4	4	4
	5	5	5
	6	6	6
	7	7	7
	8	8	8
	9	9	9

- 32. How many of your dependent children use child care?
Include your youngest or only child.**

- One
 - Two
 - Three
 - Four
 - Five
 - Six or more

- 33. What was the total you paid for child care during the last month for all your children? Include costs for your youngest or only child.**

34. Approximately how many hours a week does your spouse care for any of your children on a regular basis while you work, look for work, or are in school?

Hours a Week
0
1
2
3
4
5
6
7
8
9

- 35. Do you need child care while your spouse is gone for
any of the following Guard/Reserve activities:
Mark one for each item.**

Yes **No**

- a. Weekend drills
 - b. Annual training/ACDUTRA
 - c. Mobilization (e.g., Operation Desert Shield/Desert Storm)

III FAMILY WORK EXPERIENCE

36. Are you currently: Mark ALL that apply.

- In the Armed Forces--full-time
- In the Armed Forces--part-time in Guard/Reserve
- Working full-time as a Guard/Reserve technician
- Working full-time in a civilian job (not technician)
- Working part-time in a civilian job
- With a civilian job but not at work because of temporary illness, vacation, strike, etc.
- Self-employed in own business
- Unpaid worker (volunteer or in family business)
- Unemployed, laid off, looking for work
- In school
- Retired
- A homemaker
- Other

37. How much did each of the following contribute to your decision to work? Mark one for each item.

	CONTRIBUTION			
	Major	Moderate	Minor	None
a. Need the money for basic family expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Always planned to work/have a career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Wanted extra money to use now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Saving income for the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Independence/self-esteem	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Just enjoy working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. To gain experience for a future career	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

38. To what extent does your current paid job(s) interfere with your spouse's Guard/Reserve job?

- A great deal
- Somewhat
- Very little
- Not at all

39. To what extent does your spouse's Guard/Reserve job interfere with your current paid job(s)?

- A great deal
- Somewhat
- Very little
- Not at all

40. In 1991, how many hours per week did you usually work at your (main) civilian job?

Weekly Hours

①	①
②	②
③	③
④	④
⑤	⑤
⑥	⑥
⑦	⑦
⑧	⑧
⑨	⑨

41. In 1991, what were your USUAL WEEKLY EARNINGS from your (main) civilian job or your own business before taxes and other deductions?

Give your best estimate.

- Record the amount in the boxes. →

Weekly Earnings

\$

- Round to the nearest whole dollar. (For example, if your answer is \$346.75, enter 0347)

①	①	①	①
②	②	②	②
③	③	③	③
④	④	④	④
⑤	⑤	⑤	⑤
⑥	⑥	⑥	⑥
⑦	⑦	⑦	⑦
⑧	⑧	⑧	⑧
⑨	⑨	⑨	⑨

- Fill in the unused boxes with zeros.

- Then mark the matching circle below each box. →

42. Altogether in 1991, what was the TOTAL AMOUNT YOU EARNED FROM YOUR CIVILIAN JOB or your business, before taxes and other deductions?

Include commissions, tips, or bonuses.

Give your best estimate.

Amount Earned at Civilian Job

- More than \$100,000
- None

\$

①	①	①	①
②	②	②	②
③	③	③	③
④	④	④	④
⑤	⑤	⑤	⑤
⑥	⑥	⑥	⑥
⑦	⑦	⑦	⑦
⑧	⑧	⑧	⑧
⑨	⑨	⑨	⑨



43. Is your spouse currently: Mark **ALL** that apply.
- Working full-time as a Guard/Reserve technician
 - Working full-time in civilian job (not technician)
 - Working part-time in a civilian job
 - With a civilian job but not at work because of temporary illness, vacation, strike, etc.
 - Self-employed in own business
 - Unpaid worker (volunteer or in family business)
 - Unemployed, laid off, or looking for work
 - In school
 - Retired
 - A homemaker
 - Other

44. How well do you and your spouse agree on his/her civilian career plans? Mark one.

Very Well	Not Well
At All	

①—②—③—④—⑤—⑥—⑦

45. How well do you and your spouse agree on his/her military career plans? Mark one.

Very Well	Not Well
	At All

①—②—③—④—⑤—⑥—⑦

46. In 1991, did your spouse lose opportunities for overtime/extra pay because of his or her Guard/Reserve obligations?

- Yes, frequently
- Yes, occasionally
- No

47. How much of a contribution does your spouse's Guard/Reserve income make towards each of the following items? Mark **one** for each item.

	Major Contribution	Moderate Contribution	Minor Contribution	No Contribution
a. Meeting <u>basic</u> expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Extra money to use now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Savings for the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

IV GUARD/RESERVE PROGRAMS

48. In an average month in 1991, how often did you and/or your spouse use each of the following? Mark **one** for each item.

	TIMES USED IN AVERAGE MONTH				
	Not Used	Once	Twice	Three to Five	Six or More
a. Commissary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Exchange	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Other military facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. Which of the following limit your and/or your spouse's use of the commissary and exchange? Mark **ALL** that apply.

	A. Commissary	B. Exchange
Prices	<input type="checkbox"/>	<input type="checkbox"/>
Stock	<input type="checkbox"/>	<input type="checkbox"/>
Hours	<input type="checkbox"/>	<input type="checkbox"/>
Distance	<input type="checkbox"/>	<input type="checkbox"/>
Military does not allow more frequent use	<input type="checkbox"/>	<input type="checkbox"/>

USE NO. 2 PENCIL ONLY

50. Guard/Reserve units or centers have different kinds of programs and activities for family members. For each program or activity listed below, please mark in (A) if it has been available to you, and in (B) if you have attended or participated in it.

	(A) AVAILABLE			(B) DID YOU ATTEND/PARTICIPATE			
	Yes	No	Don't Know	Once	More Than Once	No	Don't Recall
a. Meetings for families of new unit members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Family oriented social events, dinners, athletic programs, bake sales, etc.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Family oriented information programs about the Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Meetings about mobilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Meetings about Reserve medical benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Meetings about Reserve retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Family support groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

51. Do you perform volunteer work for either Guard/Reserve or civilian activities? Mark one answer for each.

A. Guard/Reserve Activities

- No
- Yes, frequently (an average of once a week or more)
- Yes, infrequently

B. Civilian Activities (including church, school, etc.)

- No
- Yes, frequently (an average of once a week or more)
- Yes, infrequently

52. Which, if any, of the following reasons caused you not to take part (as a participant or volunteer) in Guard/Reserve family activities? Mark ALL that apply.
- Does not apply, spouse not a member of a local unit
 - Does not apply, no family activities
 - Does not apply, I attend Guard/Reserve family activities
 - Does not apply, I am not interested
 - Location
 - Don't know other people
 - Times activities are scheduled
 - Lack of child care

53. Which of the following medical/hospitalization coverages do you have? Mark ALL that apply.
- My spouse's active duty military coverage
 - My active duty military coverage
 - Veterans' (VA) coverage
 - My civilian employer's health care plan
 - My spouse's civilian employer's plan
 - Other private coverage
 - None, GO TO QUESTION 55

54. How would you rate the coverage provided by the civilian medical insurance which you have?
- Does not apply, I do not have civilian medical insurance
 - Excellent
 - Good
 - Fair
 - Poor

55. Which of the following dental coverages do you have? Mark ALL that apply.
- My spouse's active duty military coverage
 - My active duty military coverage
 - Veterans' (VA) coverage
 - My civilian employer's dental plan
 - My spouse's civilian employer's plan
 - Other private coverage
 - None, GO TO QUESTION 57

56. How would you rate the coverage provided by the civilian dental insurance which you have?
- Does not apply, I do not have civilian dental insurance
 - Excellent
 - Good
 - Fair
 - Poor

USE NO. 2 PENCIL ONLY

57. The Guard/Reserve are developing new information materials and programs for family members. Below is a list of topics that might be included. How interested would you be in receiving such materials or attending such programs? Please mark your interest in each topic.

Topics	Very Interested	Interested	Somewhat Interested	Not Interested at All
a. Guard/Reserve organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The mission of your spouse's unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The unit's role in mobilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Educational benefits for reservists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Medical benefits for members/dependents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Retirement benefits for reservists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Survivor benefits for reservists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Leave and earnings statements	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Advance schedules for drills and Annual Training/ACDUTRA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Family's role in the event of mobilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Family support groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Family counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Family care plans	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Defense Enrollment Eligibility Reporting System (DEERS) enrollment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Dealing with family separations due to mobilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Dealing with family reunions after mobilization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Veterans Reemployment Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
r. Soldiers and Sailors Civil Relief Act	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

58. In your opinion, how do the following groups/individuals view your spouse's participation in the Guard/Reserve?

	Very Favorable	Somewhat Favorable	Neither Favorable Nor Unfavorable	Somewhat Unfavorable	Very Unfavorable	Don't Know/Does Not Apply
a. Your neighbors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Your relatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Your spouse's relatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Your spouse's civilian boss	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Your spouse's civilian co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Your spouse's Guard/Reserve unit members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

59. How much of a problem for you and your family are each of the following aspects of your spouse's Guard/Reserve duty? Mark one for each item.

	Serious Problem	Somewhat of a Problem	Slight Problem	Not a Problem	Does Not Apply	Don't Know
a. Absence for weekend drills	<input type="radio"/>					
b. Absence for Annual Training/ACDUTRA	<input type="radio"/>					
c. Absence for extra time spent at Guard/Reserve	<input type="radio"/>					
d. Time away from civilian job due to Guard/Reserve duty	<input type="radio"/>					
e. Effects on pay and promotion at civilian job due to Guard/Reserve duty	<input type="radio"/>					
f. Time away from children due to Guard/Reserve duty	<input type="radio"/>					
g. Time away from you due to Guard/Reserve duty	<input type="radio"/>					
h. Drills on special days (e.g., Mothers' Day, Easter)	<input type="radio"/>					
i. Unscheduled Guard/Reserve activities	<input type="radio"/>					
j. Scheduling family vacations	<input type="radio"/>					
k. Family emergencies when spouse is on Guard/Reserve duty	<input type="radio"/>					
l. Using vacation time for Guard/Reserve duty	<input type="radio"/>					

USE NO. 2 PENCIL ONLY

60. How do you feel about the amount of time your spouse spends on each activity listed below? Mark one for each activity.

	Spends Too Much Time	Spends about the Right Amount of Time	Doesn't Spend Enough Time	Does Not Apply
a. Civilian Job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Family activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Leisure activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

61. Was your spouse mobilized/activated/called-up for Operation Desert Shield/Desert Storm?
Mark ALL that apply.

- No, GO TO QUESTION 74
- Yes, deployed to Persian Gulf
- Yes, deployed to other overseas location
- Yes, deployed in the United States
- Yes, stayed in our local community

62. Did your spouse's local unit have a family support group (or something similar to a family support group)?

- Does not apply, spouse was not part of a local unit
- Yes, an active one
- Yes, but not very active
- No
- Not sure

63. How supportive of families were the following at your location during Operation Desert Shield/Desert Storm?

	Very Supportive	Supportive	Neutral	Unsupportive	Very Unsupportive	Don't Know
a. Officers in high position at nearby military installation	<input type="radio"/>					
b. Personnel at nearby Reserve center/activities	<input type="radio"/>					
c. Officers in my spouse's unit	<input type="radio"/>					
d. Noncommissioned officers/petty officers in my spouse's unit	<input type="radio"/>					
e. Military or support personnel in our community	<input type="radio"/>					
f. Guard/Reserve Family Assistance Center/Family Support Center	<input type="radio"/>					
g. Family Service/Support Centers/Army Community Service Center	<input type="radio"/>					
h. Command representative (e.g., ombudsman)	<input type="radio"/>					
i. Civilian community	<input type="radio"/>					
j. Other Guard/Reserve spouses	<input type="radio"/>					
k. Friends	<input type="radio"/>					

64. Did you need family support services during Operation Desert Shield/Desert Storm?

- Yes
- No

65. Were family support services available during Operation Desert Shield/Desert Storm, and did you use them?

A. Available	B. Used
<input type="radio"/> Yes	<input type="radio"/> Yes
<input type="radio"/> No	<input type="radio"/> No

66. How satisfied were you with the family support services you used during Operation Desert Shield/Desert Storm?

- I did not use family support services
- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

67. Did you file a CHAMPUS claim during Operation Desert Shield/Desert Storm?

- No, GO TO QUESTION 70
- Yes

USE NO. 2 PENCIL ONLY

68. Was assistance available to you concerning the process of filling CHAMPUS claims?

- Yes, adequate assistance
- Yes, but not adequate assistance
- No

69. How satisfied were you with the CHAMPUS claims processing service you received?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

70. Were there any changes in income for you or your family during Operation Desert Shield/Desert Storm? Mark ALL that apply.

- Yes, increase in spouse's earnings
- Yes, reduction in spouse's earnings
- Yes, increase in my earnings since I worked more hours or took a second job
- Yes, reduction in my earnings since I was unable to work as much
- Yes, delays in getting pay
- Yes, income from business or medical practice declined
- Yes, other
- No, GO TO QUESTION 72

71. Please estimate your total income change during Desert Shield/Desert Storm from all sources as a result of your spouse being mobilized/activated/called-up. If you have continuing losses from a business or medical practice, include those in your estimate.

- Income increased more than \$5,000
- Income increased \$2,500-\$4,999
- Income increased \$1- \$2,499
- No change in income
- Income decreased \$1-\$2,499
- Income decreased \$2,500-\$4,999
- Income decreased \$5,000-\$9,999
- Income decreased \$10,000-\$24,999
- Income decreased \$25,000-\$50,000
- Income decreased over \$50,000

72. Did the following expenses change as a result of your spouse being mobilized/activated/called-up? Mark ALL that apply.

- Yes, medical expenses increased
- Yes, medical expenses decreased
- Yes, household and car repairs increased
- Yes, household and car repairs decreased
- Yes, child care increased
- Yes, mortgage payments declined
- Yes, other
- No, GO TO QUESTION 74

73. Please estimate the change in your total expenses from all sources during Desert Shield/Desert Storm as a result of your spouse being mobilized/activated/called-up.

- Expenses increased more than \$5,000
- Expenses increased \$2,500-\$4,999
- Expenses increased \$1- \$2,499
- No change in expenses
- Expenses decreased \$1-\$2,499
- Expenses decreased \$2,500-\$4,999
- Expenses decreased \$5,000-\$9,999
- Expenses decreased \$10,000-\$24,999
- Expenses decreased \$25,000-\$50,000
- Expenses decreased over \$50,000

V FAMILY CONCERN

74. Below is a list of community/civilian social services. Indicate all those services which you or your family have used in the past year or use now as well as those you have not used.

SERVICE	Have Used or Am Using	Have Not Used
a. Individual counseling/therapy	<input type="radio"/>	<input type="radio"/>
b. Marriage, family counseling/therapy/enrichment	<input type="radio"/>	<input type="radio"/>
c. Chaplain services/religious opportunities	<input type="radio"/>	<input type="radio"/>
d. Parent education	<input type="radio"/>	<input type="radio"/>
e. Youth/adolescent programs	<input type="radio"/>	<input type="radio"/>
f. Child care services	<input type="radio"/>	<input type="radio"/>
g. Financial counseling/management education	<input type="radio"/>	<input type="radio"/>
h. Single-parent programs	<input type="radio"/>	<input type="radio"/>
i. Pre-marital programs	<input type="radio"/>	<input type="radio"/>
j. Programs for families with handicapped members	<input type="radio"/>	<input type="radio"/>
k. Programs for families with gifted and talented members	<input type="radio"/>	<input type="radio"/>
l. Crisis referral services	<input type="radio"/>	<input type="radio"/>
m. Employment services	<input type="radio"/>	<input type="radio"/>
n. Recreational programs	<input type="radio"/>	<input type="radio"/>
o. Spouse/child abuse services programs	<input type="radio"/>	<input type="radio"/>
p. Alcohol treatment/drug abuse programs	<input type="radio"/>	<input type="radio"/>
q. Rape counseling services	<input type="radio"/>	<input type="radio"/>
r. Legal assistance	<input type="radio"/>	<input type="radio"/>

75. The questions below are about your family preparedness. Mark one answer for each item.

- | | Yes | No | Don't Know |
|--|-----------------------|-----------------------|-----------------------|
| a. Does your spouse have a current will? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Do you currently hold your spouse's power-of-attorney? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Does your spouse have life insurance other than Servicemen's Group Life Insurance/Veteran's Group Life Insurance (SGLI/VGLI)? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Has your spouse filled out a record of emergency data? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Do you know where to find these important papers? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Are the records of emergency data verified/updated annually? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Are you currently pre-enrolled in the Defense Enrollment Eligibility Reporting System (DEERS) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

76. Which of the following would your spouse have to take care of before being mobilized/deployed? Mark ALL that apply.

- Dependent care problems
- Personal health problems
- Family health problems
- Preparation of emergency data (e.g., will, power-of-attorney, etc.)
- Financial arrangements
- Transportation arrangements
- Civilian job-related arrangements
- School-related arrangements

77. How likely do you think it is that your spouse will be mobilized/deployed for more than 30 days? Mark only one.

- Very likely
- Likely
- Neither likely nor unlikely
- Unlikely
- Very unlikely

78. If your spouse were mobilized/deployed for more than 30 days, how likely are you and your family to make use of the following military services?

	Very Likely	Likely	Neither Likely nor Unlikely	Unlikely	Very Unlikely	Does Not Apply/Not Available
a. Family Support Centers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Individual Counseling/Therapy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Marriage and Family Counseling/Therapy/Enrichment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Chaplain Services/Religious Opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Parent Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Youth/Adolescent Programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Child Care services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Financial counseling/management education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Single-parent programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Pre-marital programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Programs for families with handicapped members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Programs for families with gifted and talented members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Crisis referral services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Spouse employment services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Alcohol treatment/drug abuse programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Rape counseling services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Legal assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

USE NO. 2 PENCIL ONLY

79. People participate in the Guard/Reserve for many reasons. How much have each of the following contributed to your spouse's most recent decision to stay in the Guard/Reserve? Mark one for each item.

	Major Contribution	Moderate Contribution	Minor Contribution	No Contribution
a. Serving the country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Using educational benefits (GI Bill)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Obtaining training in a skill that would help get a civilian job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Serving with the people in the unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Getting credit toward military retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Promotion opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Opportunity to use military equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Challenge of military training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Needed the money for basic family expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Wanted extra money to use now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Saving income for the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Travel/"get away" opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Just enjoyed the Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Pride in his/her accomplishments in Guard/Reserve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

80. All things considered, please indicate your level of satisfaction or dissatisfaction with each feature of your spouse's participation in the Guard/Reserve listed below.

	Very Satisfied	Satisfied	Neither Satisfied Nor Dissatisfied	Dissatisfied	Very Dissatisfied
a. Military pay and allowances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Commissary privileges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Medical coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Other military privileges (e.g., exchange, space available travel)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Time required at Guard/Reserve activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Military retirement benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Unit social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Opportunities for education/training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Opportunity to serve one's country	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Acquaintances/friendship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

81. What is your overall attitude toward your spouse's participation in the Guard/Reserve? Mark one.

- Very favorable
- Somewhat favorable
- Neither favorable nor unfavorable
- Somewhat unfavorable
- Very unfavorable

82. In what month are you completing this survey?

- Mark one.
- August
 - September
 - October
 - November
 - December
 - January
 - February

83. We're interested in any comments you would like to make about Guard/Reserve personnel policies—whether or not the topic was covered in this survey. Do you have any comments?

- No
- Yes. Please fill out the Comment Sheet on the next page.

THANK YOU VERY MUCH FOR
ANSWERING THIS SURVEY.
PLEASE RETURN IT IN THE
ENVELOPE PROVIDED.



COMMENT SHEET

Please provide us with comments you may have regarding Reserve policies or Reserve activities in general in the space below. Before commenting, please fill in one circle in each section.

our Spouse's Rank

- Officer
- Enlisted

Your Spouse's Component

- Army National Guard (APNG)
- Army Reserve (USAR)
- Naval Reserve (USNR)
- Marine Corps Reserve (USMCR)
- Air National Guard (ANG)
- Air Force Reserve (USAFR)
- Coast Guard Reserve (USCGR)

APPENDIX B

Generalized Variance Function Estimate Tables

Generalized Variance Function Estimate Tables

The descriptive reports of results from the *1992 Reserve Components Surveys* of officers and enlisted personnel and their spouses mainly report differences in proportions between various subgroups. Statistical significance of findings was determined using the generalized variance function (GVF) approach. This approach, as distinguished from the use of standard errors for each point estimate, uses model-based approximations of actual estimates of standard errors. Generalized standard errors are modeled for particular subgroups using a representative group of survey questions. For more information about the GVF approach, the reader may refer to the *Standard Error Computation Report for the 1992 Reserve Components Surveys of Officers and Enlisted Personnel and Their Spouses*. Subgroups for which GVFs were modeled are:

1992 Reserve Population
Enlisted members (overall)
 E1-E4 pay grade group
 E5-E6 pay grade group
 E7-E9 pay grade group
Officers (overall)
 O1-O3 pay grade group
 O4 and above pay grade group
Unit members
IMAs
Military technicians
ARNG - Army National Guard
USAR - Army Reserve
USNR - Naval Reserve
USMCR - Marine Corps Reserve
ANG - Air National Guard
USAFR - Air Force Reserve
USCGR - Coast Guard Reserve
Male Reservists
Female Reservists

This appendix provides GVF tables for determining confidence intervals around single estimates and for determining the smallest statistically significant difference between population subgroups. Statistical significance has been computed at the $p=.05$ level of significance. For *single estimates or comparisons within a subgroup*, confidence intervals have been provided for categories ranging from 1 percent to 50 percent. If a confidence interval is needed for an estimate between 51 percent and 100 percent, the estimate should be subtracted from 100 percent and the closest category used. For *comparisons of differences between subgroups*, two sets of tables are provided—for estimates at 30 percent and at 50 percent. There are slight differences in the minimally detectable differences between these two estimates, with the 50 percent level providing the more conservative estimate. The set of tables closest to the subgroup estimates being compared should be used.

Tables B-1 and B-2 provide confidence intervals for single estimates or comparisons within a subgroup. Table B-1 provides confidence intervals for Reserve member data, and Table B-2 provides confidence intervals for Reserve spouse data. As an example (summarized in the table below), in

describing the percentage of E5-E6 Reservists who had a current will, it was found that 51 percent had a current written will, and 38 percent had a power-of-attorney assigned. Table B-1 can be used to evaluate statistical significance. The E5-E6 confidence interval for the estimate of 50 percent (the closest percent category to the estimate of 51%) is $\pm .98$ percent. The confidence interval for the estimate of 40 percent (the closest percent category to 38%) is $\pm .96$ percent. As a rough, but conservative, rule of thumb, the analyst can use the rule that if the upper bound of the confidence interval for the smaller estimate and the lower bound of the confidence interval for the larger estimate do not overlap, the estimates may be considered statistically different (at the .05 level of significance). In this example, .96 is added to the 38 percent estimate, yielding an upper limit of 38.96 percent. The subtraction of .98 from the 51 percent estimate yields a lower limit of 50.02 percent. The confidence intervals of the two estimates do not overlap, therefore, the estimates are statistically different.

Response Category	Percent	Estimate Used From Table B-1	Confidence Interval From Table B-1	Calculated Limit
		Percent	Percent	
Have a current will	51	50	.98	(51-.98)=50.02
Power-of-attorney	38	40	.96	(38+.96)=38.96

Tables B-1 and B-2 also include confidence intervals for civilian population comparison groups from the March 1993 *Current Population Survey (CPS)* and the fall 1991 *Survey of Income and Program Participation (SIPP)*. Confidence intervals are available only for limited percentage estimates (refer to U.S. Department of Commerce, 1993; Jabine, King, & Petroni, 1990; for details of the standard error computation for the CPS and the SIPP, respectively.)

Tables B-3 through B-20 provide minimally detectable percentage differences between various Reserve member subgroups. Tables B-21 through B-32 provide minimally detectable percentage differences between various Reserve spouse subgroups. Civilian data comparisons are available only for estimates at the 50 percent level. These tables should be used when comparisons are being made across subgroups. As an example (summarized in the table below), it was found that 51 percent of E5-E6 Reservists had a current written will, and 69 percent of E7-E9 Reservists had a current written will. Table B-14 can be used for estimates at 50 percent—the more conservative of the two levels—to evaluate statistical significance in this case. The intersection of the E5-E6 and E7-E9 subgroups indicates that the smallest detectable difference for this comparison is 1.90 percent. Since the difference between the two estimates is larger than 1.90 percent, they can be considered statistically different.

Response Category	Percent	Difference in Estimates	Minimal Detectable Difference From B-14
		Percent	Percent
Have a current will (E5-E6)	51	(69 - 51)=18	1.90
Have a current will (E7-E9)	69		

Table B-1. GVF Confidence Intervals for Single Estimates or Within Subgroup Comparisons
Reserve Member Data

Member Subgroup	Percentage Base N	Percentage Estimate						
		1%	5%	10%	15%	20%	25%	30%
1992 Reserve population	918337	0.25%	0.28%	0.39%	0.46%	0.52%	0.56%	0.60%
Enlisted members	769405	0.29%	0.33%	0.45%	0.53%	0.60%	0.65%	0.69%
Officers	148932	0.21%	0.46%	0.63%	0.75%	0.84%	0.91%	0.96%
E1-E4	332326	0.26%	0.57%	0.79%	0.94%	1.05%	1.14%	1.20%
E5-E6	344276	0.19%	0.43%	0.59%	0.70%	0.78%	0.85%	0.90%
E7-E9	92803	0.32%	0.71%	0.98%	1.17%	1.31%	1.41%	1.50%
O1-O3,WO1-WO3	76298	0.31%	0.68%	0.93%	1.11%	1.24%	1.34%	1.42%
O4+,WO4	72634	0.28%	0.62%	0.86%	1.02%	1.14%	1.24%	1.31%
Unit members	837991	0.14%	0.30%	0.42%	0.50%	0.56%	0.61%	0.64%
IMAs	28748	0.44%	0.95%	1.31%	1.56%	1.75%	1.89%	2.00%
Military technicians	51598	0.30%	0.65%	0.89%	1.06%	1.19%	1.29%	1.36%
ARNG	323073	0.22%	0.49%	0.67%	0.80%	0.89%	0.97%	1.02%
ARNG enlisted	285007	0.12%	0.27%	0.37%	0.44%	0.50%	0.54%	0.57%
ARNG officers	38066	0.24%	0.53%	0.73%	0.87%	0.98%	1.06%	1.12%
USAR	262851	0.26%	0.57%	0.79%	0.94%	1.05%	1.13%	1.20%
USAR enlisted	208570	0.16%	0.35%	0.49%	0.58%	0.65%	0.70%	0.75%
USAR officers	54281	0.18%	0.40%	0.55%	0.66%	0.74%	0.80%	0.85%
USNR	114921	0.39%	0.86%	1.19%	1.42%	1.59%	1.72%	1.82%
USNR enlisted	90516	0.25%	0.54%	0.74%	0.89%	0.99%	1.08%	1.14%
USNR officers	24405	0.27%	0.60%	0.83%	0.98%	1.10%	1.19%	1.26%
USMCR	34977	0.49%	1.08%	1.49%	1.77%	1.99%	2.15%	2.28%
USMCR enlisted	31891	0.28%	0.61%	0.85%	1.01%	1.13%	1.22%	1.29%
USMCR officers	3086	0.39%	0.85%	1.17%	1.40%	1.56%	1.69%	1.79%
ANG	97470	0.29%	0.65%	0.89%	1.06%	1.18%	1.28%	1.36%
ANG enlisted	85815	0.17%	0.36%	0.50%	0.60%	0.67%	0.72%	0.76%
ANG officers	11655	0.33%	0.72%	1.00%	1.19%	1.33%	1.45%	1.53%

Table B-1. GVF Confidence Intervals for Single Estimates or Within Subgroup Comparisons
Reserve Member Data

Member Subgroup	Percentage Base N	Percentage Estimate										
		1%	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%
USAFR	74150	0.39%	0.85%	1.18%	1.40%	1.57%	1.70%	1.80%	1.87%	1.92%	1.95%	1.96%
USAFR enlisted	58288	0.24%	0.53%	0.72%	0.86%	0.96%	1.04%	1.10%	1.15%	1.18%	1.20%	1.21%
USAFR officers	15862	0.30%	0.66%	0.91%	1.08%	1.21%	1.31%	1.39%	1.45%	1.49%	1.51%	1.52%
USCGR	10895	0.68%	1.49%	2.05%	2.44%	2.74%	2.96%	3.14%	3.26%	3.35%	3.41%	3.42%
USCGR enlisted	9318	0.40%	0.88%	1.21%	1.44%	1.61%	1.75%	1.85%	1.93%	1.98%	2.01%	2.02%
USCGR officers	1577	0.54%	1.18%	1.62%	1.93%	2.16%	2.33%	2.47%	2.57%	2.64%	2.68%	2.69%
Males	799664	0.14%	0.31%	0.43%	0.51%	0.58%	0.62%	0.66%	0.69%	0.71%	0.72%	0.72%
Females	118673	0.26%	0.58%	0.80%	0.95%	1.06%	1.15%	1.22%	1.27%	1.30%	1.32%	1.33%
Total employed ¹ reservists	813133	0.07%	0.15%	0.21%	0.25%	0.28%	0.30%	0.32%	0.34%	0.35%	0.36%	0.36%
ARNG employed	280551	0.12%	0.27%	0.37%	0.45%	0.50%	0.54%	0.57%	0.60%	0.61%	0.62%	0.63%
USAR employed	232865	0.15%	0.33%	0.45%	0.54%	0.61%	0.66%	0.71%	0.74%	0.77%	0.79%	0.80%
USNR employed	105771	0.22%	0.49%	0.67%	0.80%	0.89%	0.97%	1.02%	1.06%	1.08%	1.10%	1.10%
USMCR employed	29039	0.29%	0.64%	0.89%	1.06%	1.20%	1.30%	1.39%	1.46%	1.51%	1.55%	1.57%
ANG employed	87738	0.16%	0.36%	0.49%	0.58%	0.65%	0.71%	0.75%	0.77%	0.79%	0.80%	0.80%
USAFR employed	67046	0.22%	0.49%	0.67%	0.79%	0.88%	0.95%	0.99%	1.02%	1.04%	1.03%	1.02%
USCGR employed	10122	0.39%	0.85%	1.16%	1.38%	1.54%	1.66%	1.74%	1.80%	1.83%	1.84%	1.82%
E1-E4 employed	271048	0.15%	0.32%	0.45%	0.54%	0.61%	0.66%	0.71%	0.75%	0.78%	0.80%	0.82%
E5-E6 employed	315854	0.10%	0.23%	0.31%	0.37%	0.42%	0.45%	0.48%	0.50%	0.52%	0.53%	0.53%
E7-E9 employed	87049	0.17%	0.38%	0.52%	0.62%	0.70%	0.76%	0.80%	0.84%	0.86%	0.88%	0.89%
O1-O3, WO1-WO3 employed	69677	0.16%	0.36%	0.50%	0.60%	0.67%	0.73%	0.78%	0.82%	0.85%	0.87%	0.88%
O4+,WO4 employed	69505	0.15%	0.33%	0.45%	0.54%	0.61%	0.66%	0.70%	0.73%	0.75%	0.77%	0.78%
CPS civilian population (18-65)	156265198	0.07%	0.20%	0.20%	N/A ²	N/A	0.30%	N/A	N/A	N/A	N/A	0.30%
CPS employed population (16 and over)	100834000	0.05%	0.11%	0.10%	N/A	N/A	0.20%	N/A	N/A	N/A	N/A	0.20%
CPS married women (18-64)	49792000	0.10%	0.20%	0.30%	N/A	N/A	0.40%	N/A	N/A	N/A	N/A	0.50%

Note. Computed at the $p = .05$ level of significance.

¹Employed Reservists are those with a civilian job.

²Estimates not available for these categories.

Table B-2. GVF Confidence Intervals for Single Estimates or Within Subgroup Comparisons
Reserve Spouse Data

Subgroup	Percentage Base N	Percentage Estimate						
		1%	5%	10%	15%	20%	25%	30%
1992 Reserve population	584436	0.17%	0.37%	0.51%	0.60%	0.68%	0.73%	0.77%
Enlisted members	464899	0.19%	0.42%	0.58%	0.70%	0.78%	0.84%	0.89%
Officers	119537	0.23%	0.51%	0.70%	0.83%	0.93%	0.99%	0.95%
E1-E4	87551	0.45%	0.99%	1.37%	1.63%	1.82%	1.97%	2.09%
E5-E6	266145	0.25%	0.54%	0.74%	0.88%	0.99%	1.07%	1.13%
E7-E9	111203	0.36%	0.80%	1.10%	1.31%	1.47%	1.59%	1.68%
O1-O3,WO1-WO3	51534	0.41%	0.90%	1.24%	1.48%	1.66%	1.79%	1.90%
O4+,WO4	68003	0.36%	0.80%	1.10%	1.31%	1.46%	1.59%	1.68%
Unit members	520341	0.17%	0.38%	0.52%	0.62%	0.70%	0.76%	0.80%
Military technicians	41380	0.38%	0.83%	1.14%	1.35%	1.52%	1.64%	1.74%
ARNG	205199	0.27%	0.60%	0.82%	0.98%	1.10%	1.19%	1.26%
USAR	155733	0.33%	0.72%	0.99%	1.18%	1.32%	1.43%	1.51%
USNR	82465	0.44%	0.95%	1.31%	1.56%	1.75%	1.89%	2.01%
USMCR	14649	0.74%	1.63%	2.24%	2.67%	2.99%	3.23%	3.42%
ANG	67838	0.36%	0.79%	1.08%	1.29%	1.44%	1.56%	1.65%
USAFR	50540	0.51%	1.11%	1.53%	1.82%	2.04%	2.21%	2.34%
USCGR	8012	0.76%	1.67%	2.30%	2.74%	3.07%	3.32%	3.51%
Males	528757	0.18%	0.39%	0.53%	0.63%	0.71%	0.77%	0.81%
Females	55680	0.39%	0.85%	1.16%	1.38%	1.55%	1.68%	1.78%
CPS married women (18-64)	49792000	0.10%	0.20%	0.30%	N/A ¹	N/A	0.40%	N/A
SIPP married women (18-64)	26000000	0.20%	0.30%	0.50%	N/A	0.70%	N/A	N/A

Note. Computed at the $p=.05$ level of significance.

Note. The modeling of data from the subgroup "Spouses of IMA Reservists" did not meet our precision requirements. This subgroup is deleted from this and subsequent tables.

¹Estimates not available for these categories.

Table B-3. GVF Minimal Detectable Percentage Differences Between Total 1992 Reserve Member Population and Reserve Subgroups (Based on Point Estimate of 30%)

Member Subgroup	1992 Reserve Member Population
ARNG	1.18%
USAR	1.34%
USNR	1.91%
USMCR	2.35%
ANG	1.48%
USAFR	1.89%
USCGR	3.19%
Officers	1.13%
Enlisted members	0.91%
Males	0.89%
Females	1.36%
E1-E4	1.34%
E5-E6	1.08%
E7-E9	1.61%
O1-O3, WO1-WO3	1.54%
O4+, WO4	1.44%
Unit members	0.88%
IMA's	2.09%
Military technicians	1.49%
CPS employed population	N/A

Note. Computed at the $p = .05$ level of significance.

Table B-4. GVF Minimal Detectable Percentage Differences Between Reserve Officer and Enlisted Member Groups (Based on Point Estimate of 30%)

	Enlisted Members
Officers	1.18%

Note. Computed at the $p = .05$ level of significance.

Table B-5. GVF Minimal Detectable Percentage Differences Among Reserve Member Pay Grade Groups (Using Point Estimate of 30%)

Member Subgroup	E1-E4	E5-E6	E7-E9	O1-O3, WO1-WO3
E5-E6	1.50%	X	X	X
E7-E9	1.92%	1.74%	X	X
O1-O3, WO1-WO3	1.86%	1.68%	2.06%	X
O4+, WO4	1.78%	1.59%	1.99%	1.93%

Note. Computed at the $p = .05$ level of significance.

Table B-6. GVF Minimal Detectable Percentage Differences Among Reserve Member Status Subgroups (Using Point Estimate 30%)

Member Subgroup	Unit Members	IMA's
IMA's	2.10%	X
Military technicians	1.50%	2.42%

Note. Computed at the $p = .05$ level of significance.

Table B-7A. GVF Minimal Detectable Percentage Differences Among Reserve Component Members (Using Point Estimate of 30%)

Member Subgroup	ARNG	USAR	USNR	USMCR	ANG	USAFR
USAR	1.58%	X	X	X	X	X
USNR	2.08%	2.18%	X	X	X	X
USMCR	2.49%	2.57%	2.91%	X	X	X
ANG	1.70%	1.81%	2.27%	2.65%	X	X
USAFR	2.07%	2.16%	2.56%	2.90%	2.25%	X
USCGR	3.30%	3.36%	3.63%	3.88%	3.42%	3.62%

Note. Computed at the $p = .05$ level of significance.

Table B-7B. GVF Minimal Detectable Percentage Differences Among Reserve Component Members (Using Point Estimate 30%)

Member Subgroup	ARNG Enlisted	ARNG Officers	USAR Enlisted	USAR Officers	USNR Enlisted	USNR Officers	USMCR Enlisted	USMCR Officers	ANG Enlisted	ANG Officers	USAFR Enlisted	USAFR Officers	USCGR Enlisted	USCGR Officers
ARNG officers	2.47%	X	X	X	X	X	X	X	X	X	X	X	X	X
USAR enlisted	1.85%	2.64%	X	X	X	X	X	X	X	X	X	X	X	X
USAR officers	2.01%	2.75%	2.22%	X	X	X	X	X	X	X	X	X	X	X
USNR enlisted	2.50%	3.13%	2.67%	2.79%	X	X	X	X	X	X	X	X	X	X
USNR officers	2.72%	3.31%	2.88%	2.98%	3.34%	X	X	X	X	X	X	X	X	X
USMCR enlisted	2.77%	3.35%	2.93%	3.03%	3.38%	3.55%	X	X	X	X	X	X	X	X
USMCR officers	3.69%	4.14%	3.81%	3.89%	4.16%	4.30%	4.35%	X	X	X	X	X	X	X
ANG enlisted	1.87%	2.66%	2.10%	2.24%	2.69%	2.90%	2.95%	3.83%	X	X	X	X	X	X
ANG officers	3.21%	3.72%	3.35%	3.43%	3.75%	3.90%	3.94%	4.63%	X	X	X	X	X	X
USAFR enlisted	2.44%	3.08%	2.62%	2.73%	3.11%	3.30%	3.34%	4.13%	2.64%	3.71%	X	X	X	X
USAFR officers	2.95%	3.50%	3.10%	3.20%	3.53%	3.69%	3.72%	4.45%	3.11%	4.06%	3.48%	X	X	X
USCGR enlisted	3.80%	4.24%	3.91%	4.00%	4.26%	4.40%	4.43%	5.05%	3.93%	4.72%	4.23%	4.54%	X	X
USCGR officers	4.97%	5.33%	5.06%	5.12%	5.35%	5.45%	5.47%	6.00%	5.07%	5.70%	5.31%	5.56%	6.05%	

Note: Computed at the $p = .05$ level of significance.

Table B-8. GVF Minimal Detectable Percentage Differences Between Male and Female Reserve Members (Using Point Estimate of 30%)

Member Subgroup	Females
Males	1.38%

Note. Computed at the $p = .05$ level of significance.

Table B-9. GVF Minimal Detectable Percentage Differences Among Employed Reserve Member Pay Grade Groups (Using Point Estimate 30%)

Member Subgroup	E1-E4	E5-E6	E7-E9	O1-O3
Employed E5-E6	1.69%	X	X	X
Employed E7-E9	2.11%	1.84%	X	X
Employed O1-O3, WO1-WO3	2.07%	1.80%	2.20%	X
Employed O4+, WO4	1.96%	1.67%	2.09%	2.06%

Note. Computed at the $p = .05$ level of significance.

**Table B-10. GVF Minimal Detectable Percentage Differences Among Employed Reserve Component Members
(Using Point Estimate 30%)**

Member Subgroup	Employed ARNG	Employed USAR	Employed USNIR	Employed USMCR	Employed ANG	Employed USAFR
Employed USAR	1.79%	X	X	X	X	X
Employed USNR	2.30%	2.44%	X	X	X	X
Employed USMCR	2.95%	3.06%	3.38%	X	X	X
Employed ANG	1.85%	2.02%	2.48%	3.10%	X	X
Employed USAFR	2.25%	2.40%	2.80%	3.35%	2.44%	X
Employed USCGR	3.60%	3.70%	3.96%	4.37%	3.72%	3.93%

Note. Computed at the $p=.05$ level of significance.

Table B-11. GVF Minimal Detectable Percentage Differences Between Employed Reservists and Employed Civilian Population (Using Point Estimate 30%)

Member Subgroup	Employed Civilians
Employed reservists	N/A ¹

Note. Computed at the $p = .05$ level of significance.

¹Estimates not available for this category.

Table B-12. GVF Minimal Detectable Percentage Differences Between Total 1992 Reserve Member Population and Reserve Member Subgroups (Based on Point Estimate of 50%)

Member Subgroup	1992 Reserve Population
ARNG	1.29%
USAR	1.46%
USNR	2.09%
USMCR	2.57%
ANG	1.62%
USAFR	2.07%
USCGR	3.48%
Officers	1.23%
Enlisted members	0.99%
Males	0.97%
Females	1.48%
E1-E4	1.47%
E5-E6	1.18%
E7-E9	1.76%
O1-O3, WO1-WO3	1.68%
O4+, WO4	1.57%
Unit members	0.95%
IMA's	2.28%
Military technicians	1.62%
CPS employed population	1.34%

Note. Computed at the $p = .05$ level of significance.

Table B-13. GVF Minimal Detectable Percentage Differences Between Reserve Officer and Enlisted Member Groups (Based on Point Estimate of 30%)

Member Subgroup	Enlisted Members
Officers	1.29%

Note. Computed at the $p = .05$ level of significance.

Table B-14. GVF Minimal Detectable Percentage Differences Among Reserve Member Pay Grade Groups (Using Point Estimate of 50%)

Member Subgroup	E1-E4	E5-E6	E7-E9	O1-O3, WO1-WO3
E5-E6	1.64%	X	X	X
E7-E9	2.09%	1.90%	X	X
O1-O3, WO1-WO3	2.03%	1.83%	2.25%	X
O4+, WO4	1.94%	1.73%	2.17%	2.11%

Note. Computed at the $p = .05$ level of significance.

Table B-15. GVF Minimal Detectable Percentage Differences Among Reserve Member Status Subgroups (Using Point Estimate of 50%)

Member Subgroup	Unit Members	IMA's
IMA's	2.30%	X
Military technicians	1.64%	2.64%

Note. Computed at the $p = .05$ level of significance.

Table B-16A. GVF Minimal Detectable Percentage Differences Among Reserve Component Members (Using Point Estimate of 50%)

Member Subgroup	ARNG	USAR	USNR	USMCR	ANG	USAFR
USAR	1.72%	X	X	X	X	X
USNR	2.27%	2.38%	X	X	X	X
USMCR	2.72%	2.81%	3.18%	X	X	X
ANG	1.85%	1.98%	2.47%	2.89%	X	X
USAFR	2.26%	2.36%	2.79%	3.16%	2.46%	X
USCGR	3.60%	3.66%	3.96%	4.23%	3.73%	3.94%

Note. Computed at the $p = .05$ level of significance.

Table B-16B. GVF Minimal Detectable Percentage Differences Among Reserve Component Members (Using Point Estimate 50%)

	ARNG Enlisted	ARNG Officers	USAR Enlisted	USAR Officers	USNR Enlisted	USNR Officers	USMCR Enlisted	USMCR Officers	ANG Enlisted	ANG Officers	USAFR Enlisted	USAFR Officers	USCGR Enlisted	USCGR Officers
ARNG officers	2.69%	X	X	X	X	X	X	X	X	X	X	X	X	X
USAR enlisted	2.02%	2.88%	X	X	X	X	X	X	X	X	X	X	X	X
USAR officers	2.19%	3.00%	2.42%	X	X	X	X	X	X	X	X	X	X	X
USNR enlisted	2.74%	3.42%	2.92%	3.04%	X	X	X	X	X	X	X	X	X	X
USNR officers	2.97%	3.62%	3.14%	3.26%	3.65%	X	X	X	X	X	X	X	X	X
USMCR enlisted	3.03%	3.66%	3.20%	3.31%	3.69%	3.87%	X	X	X	X	X	X	X	X
USMCR officers	4.03%	4.52%	4.15%	4.25%	4.55%	4.70%	4.73%	X	X	X	X	X	X	X
ANG enlisted	2.05%	2.90%	2.29%	2.44%	2.94%	3.16%	3.22%	4.17%	X	X	X	X	X	X
ANG officers	3.53%	4.08%	3.67%	3.77%	4.11%	4.27%	4.31%	5.06%	3.69%	X	X	X	X	X
USAFR enlisted	2.67%	3.37%	2.86%	2.98%	3.40%	3.60%	3.64%	4.51%	2.88%	4.06%	X	X	X	X
USAFR officers	3.22%	3.82%	3.38%	3.48%	3.85%	4.02%	4.06%	4.85%	3.40%	4.44%	3.80%	X	X	X
USCGR enlisted	4.15%	4.63%	4.28%	4.35%	4.66%	4.80%	4.84%	5.51%	4.29%	5.16%	4.61%	4.95%	X	X
USCGR officers	5.44%	5.80%	5.53%	5.59%	5.83%	5.94%	5.97%	6.54%	5.53%	6.23%	5.79%	6.06%	6.60%	

Note. Computed at the $p=.05$ level of significance.

Table B-17. GVF Minimal Detectable Percentage Differences Between Male and Female Reserve Members (Using Point Estimate of 50%)

Member Subgroup	Females
Males	1.51%

Note. Computed at the $p=.05$ level of significance.

Table B-18. GVF Minimal Detectable Percentage Differences Among Employed Reserve Member Pay Grade Groups (Using Point Estimate 50%)

Member Subgroup	Employed E1-E4	Employed E5-E6	Employed E7-E9	Employed O1-O3, WO1-WO3	Employed O4+, WO4
Employed E5-E6	1.93%	X	X	X	X
Employed E7-E9	2.38%	2.04%	X	X	X
Employed O1-O3, WO1-WO3	2.37%	2.03%	2.46%	X	X
Employed O4+, WO4	2.23%	1.86%	2.32%	2.31%	

Note. Computed at the $p=.05$ level of significance.

Table B-19. GVF Minimal Detectable Percentage Differences Among Employed Reserve Component Members (Using Point Estimate 50%)

Member Subgroup	Employed ARNG	Employed USAR	Employed USNR	Employed USMCR	Employed ANG	Employed USAFR
Employed USAR	2.00%	X	X	X	X	X
Employed USNR	2.48%	2.67%	X	X	X	X
Employed USMCR	3.33%	3.47%	3.77%	X	X	X
Employed ANG	2.00%	2.22%	2.67%	3.47%	X	X
Employed USAFR	2.35%	2.55%	2.94%	3.68%	2.54%	X
Employed USCGR	3.78%	3.91%	4.18%	4.73%	3.91%	4.10%

Note. Computed at the $p=.05$ level of significance.

Table B-20. GVF Minimal Detectable Percentage Differences Between Employed Reservists and Employed Civilian Population (Using Point Estimate 50%)

Member Subgroup	Employed Civilians
Employed reservists	0.81%

Note. Computed at the $p=.05$ level of significance.

Table B-21. GVF Minimal Detectable Percentage Differences Between Total 1992 Reserve Spouse Population and Reserve Spouse Subgroups (Based on Point Estimate of 30%)

Spouse Subgroup Spouses of:	1992 Reserve Population
ARNG	1.48%
USAR	1.70%
USNR	2.15%
USMCR	3.51%
ANG	1.83%
USAFR	2.47%
USCGR	3.60%
Officers	1.32%
Enlisted members	1.18%
Males	1.12%
Females	1.94%
E1-E4	2.23%
E5-E6	1.37%
E7-E9	1.85%
O1-O3, WO1-WO3	2.05%
O4+, WO4	1.85%
Unitmembers	1.11%
Military technicians	1.90%
CPS married women (18-64)	N/A
SIPP married women (18-64)	N/A

Note. Computed at the $p=.05$ level of significance.

Table B-22. GVF Minimal Detectable Percentage Differences Between Spouses of All Reserve Officers and Spouses of All Reserve Enlisted Members (Based on Point Estimate of 30%)

Spouse Subgroup Spouses of:	Enlisted Members
Officers	1.39%

Note. Computed at the $p=.05$ level of significance.

Table B-23. GVF Minimal Detectable Percentage Differences Among Spouses of Reserve Member Pay Grade Groups (Using Point Estimate of 30%)

Spouse Subgroup Spouses of:	O1-O3, WO1-WO3			
	E1-E4	E5-E6	E7-E9	WO1-WO3
E5-E6	2.38%	X	X	X
E7-E9	2.68%	2.03%	X	X
O1-O3, WO1-WO3	2.82%	2.21%	2.53%	X
O4+, WO4	2.68%	2.02%	2.38%	2.53%

Note. Computed at the $p=.05$ level of significance.

Table B-24. GVF Minimal Detectable Percentage Differences Among Spouses of Reserve Member Status Subgroups (Using Point Estimate of 30%)

Spouse Subgroup Spouses of:	Unit Members	IMA's
IMA's		X
Military technicians	1.91%	

Note. Computed at the $p=.05$ level of significance.

Table B-25. GVF Minimal Detectable Percentage Differences Among Spouses of Reserve Component Members (Using Point Estimate of 30%)

Spouse Subgroup Spouses of:	ARNG	USAR	USNR	USMCR	ANG	USAFR
USAR	1.96%	X	X	X	X	X
USNR	2.37%	2.51%	X	X	X	X
USMCR	3.65%	3.74%	3.97%	X	X	X
ANG	2.08%	2.24%	2.60%	3.80%	X	X
USAFR	2.66%	2.79%	3.08%	4.15%	2.87%	X
USCGR	3.73%	3.82%	4.04%	4.90%	3.88%	4.22%

Note. Computed at the $p=.05$ level of significance.

Table B-26. GVF Minimal Detectable Percentage Differences Between Male and Female Reserve Spouses (Using Point Estimate of 30%)

Spouse Subgroup	Females
Males	1.95%

Note. Computed at the $p=.05$ level of significance.

Table B-27. GVF Minimal Detectable Percentage Differences Between Total 1992 Reserve Spouse Population and Reserve Spouse Subgroups (Based on Point Estimate of 50%)

Spouse Subgroup Spouses of:	1992 Reserve Population
ARNG	1.61%
USAR	1.85%
USNR	2.34%
USMCR	3.83%
ANG	1.99%
USAFR	2.69%
USCGR	3.92%
Officers	1.44%
Enlisted members	1.29%
Males	1.23%
Females	2.12%
E1-E4	2.43%
E5-E6	1.49%
E7-E9	2.02%
O1-O3, WO1-WO3	2.24%
O4+, WO4	2.02%
Unit members	1.21%
Military technicians	2.07%
CPS married women (18-64)	1.93%
SIPP married women (18-64)	2.29%

Note. Computed at the $p=.05$ level of significance.

Table B-28. GVF Minimal Detectable Percentage Differences Between Spouses of All Reserve Officers and Spouses of All Reserve Enlisted Members (Based on Point Estimate of 50%)

Spouse Subgroup Spouses of:	Enlisted Members
Officers	1.52%

Note. Computed at the $p=.05$ level of significance.

Table B-29. GVF Minimal Detectable Percentage Differences Among Spouses of Reserve Member Pay Grade Groups (Using Point Estimate of 50%)

Spouse Subgroup Spouses of:	E1-E4	E5-E6	E7-E9	O1-O3, WO1-WO3
E5-E6	2.59%	X	X	X
E7-E9	2.93%	2.21%	X	X
O1-O3, WO1-WO3	3.08%	2.41%	2.77%	X
O4+, WO4	2.92%	2.21%	2.59%	2.76%

Note. Computed at the $p = .05$ level of significance.

Table B-30. GVF Minimal Detectable Percentage Differences Among Spouses of Reserve Member Status Subgroups (Using Point Estimate of 50%)

Spouse Subgroup Spouses of:	Unit Members	IMA's
IMA's		X
Military technicians	2.09%	

Note. Computed at the $p = .05$ level of significance.

Table B-31. GVF Minimal Detectable Percentage Differences Among Spouses of Reserve Component Members (Using Point Estimate of 50%)

Spouse Subgroup Spouses of:	ARNG	USAR	USNR	USMCR	ANG	USAFR
USAR	2.14%	X	X	X	X	X
USNR	2.58%	2.74%	X	X	X	X
USMCR	3.98%	4.08%	4.33%	X	X	X
ANG	2.27%	2.44%	2.84%	4.15%	X	X
USAFR	2.90%	3.04%	3.36%	4.52%	3.13%	X
USCGR	4.07%	4.17%	4.41%	5.35%	4.24%	4.61%

Note. Computed at the $p = .05$ level of significance.

Table B-32. GVF Minimal Detectable Percentage Differences Between Male and Female Reserve Spouses (Using Point Estimate of 50%)

Spouse Subgroup Spouses of:	Females
Males	2.13%

Note. Computed at the $p = .05$ level of significance.

APPENDIX C

U.S. Department of Defense Service-Wide Occupations and Codes

APPENDIX C

U.S. Department of Defense Service-Wide Occupations and Codes

U.S. Department of Defense Service-Wide Occupations and Codes

The U.S. Department of Defense maintains an occupational coding system which is designed to group similar occupations from all the military Services into a consistent and logical structure using three-digit codes. Primary military occupational specialties and duty military occupational specialties are coded using this system. Separate coding structures are used for occupations held by officers and by enlisted personnel. The first digit of the DoD-wide occupation code represents the occupational *area*, the second digit defines the occupational *group*, and the third digit identifies the occupational *subgroup*.

This appendix first presents a narrative description of occupational *areas* and occupational *groups* for enlisted personnel and for officers. Following the narrative description, frequency distributions of codes are presented for each Reserve Component, first for enlisted personnel, followed by officers. A user's guide to interpreting the data precedes the frequency distributions.

ENLISTED OCCUPATIONAL AREAS

Occupational Area	Area Description and Occupational Groups
0. Infantry, Gun Crews and Seamanship Specialists	<p>Includes individual weapons and crew-served artillery, armor and amphibious crewman, and specialists in combat engineering and seamanship.</p> <p>01. <u>Infantry</u>--Includes weapons specialists, ground reconnaissance specialists, special forces, and military training instructors.</p> <p>02. <u>Armor and Amphibious</u>--Includes land and amphibious tank crews and leaders.</p> <p>03. <u>Combat Engineering</u>--Includes specialists in hasty and temporary construction of airfields, roads and bridges, and in demolition, field illumination, and chemical warfare.</p> <p>04. <u>Artillery/Gunnery, Rockets, and Missiles</u>--Includes conventional field, anti-air and shipboard guns and artillery, and rocket and missile specialists.</p> <p>05. <u>Air Crew</u>--Includes pilots and navigators, flight engineers, and other air crewmen.</p> <p>06. <u>Seamanship</u>--Includes boatswains, navigators, and other seamanship specialists.</p> <p>07. <u>Installation Security</u>--Includes specialists who guard weapon systems, defend installations, and protect personnel, equipment, and facilities.</p>

ENLISTED OCCUPATIONAL AREAS

Occupational Area	Area Description and Occupational Groups
<p>1. Electronic Equipment Repairmen</p>	<p>Includes maintenance and repair of electronic and allied equipment; for instance, radio, radar, navigation, weapons, and computers.</p> <p>10. <u>Radio/Radar</u>--Includes fixed and mobile radio, air traffic and tracking radar, communication, navigation, and electronic countermeasure gear.</p> <p>11. <u>Fire Control Electronic Systems (Non-Missile)</u>--Includes the maintenance and repair of electronic fire control and bomb navigation equipment, excluding missile and underwater fire control equipment.</p> <p>12. <u>Missile Guidance, Control and Checkout</u>--Includes specialists in guidance, control and checkout equipment for guided and ballistic missiles.</p> <p>13. <u>Sonar Equipment</u>--Includes specialists in underwater detection and fire control systems, oceanographic equipment, and relative anti-submarine gear.</p> <p>14. <u>Nuclear Weapons Equipment</u>--Includes specialists in the maintenance and repair of nuclear weapons control and test equipment.</p> <p>15. <u>ADP Computers</u>--Includes all digital and analog computers.</p> <p>16. <u>Teletype and Cryptographic Equipment</u>--Includes teletype and associated on-and-off line encryption devices.</p> <p>19. <u>Other Electronic Equipment</u>--Includes training devices, inertial navigation systems, and electronic instruments specialists.</p>
<p>2. Communications and Intelligence Specialists</p>	<p>Includes the operation and monitoring of radio, radar, sonar and allied communications, and intelligence consoles. This area also includes occupations involving the gathering and interpretation of photographic, electronic, and documentary intelligence.</p> <p>20. <u>Radio and Radio Code</u>--Includes operators of radio, radio teletype, and visual communications equipment.</p> <p>21. <u>Sonar</u>--Includes specialists in the operation of sonar and related detection equipment.</p> <p>22. <u>Radar and Air Traffic Control</u>--Includes the operation of surveillance, target acquisition and tracking radars, fire distribution devices, and air traffic control visual and electronic navigational aids.</p> <p>23. <u>Signal Intelligence/Electronic Warfare</u>--Includes the intercept, translation, and analysis of foreign communications, and the operation of electronic countermeasures equipment.</p>

ENLISTED OCCUPATIONAL AREAS

Occupational Area	Area Description and Occupational Groups
	<p>24. <u>Intelligence</u>--Includes the gathering, receipt, and analysis of non-signal intelligence data, the interrogation of prisoners, other language translators and interpreters, image interpretation, and specialists in counterintelligence and investigative activities.</p> <p>25. <u>Combat Operations Control</u>--Includes specialists in forward area tactical operations and intelligence and in command post control activities.</p> <p>26. <u>Communication Center Operations</u>--Includes the receipt and distribution of messages, the operation of communications center equipment, and the operation of major field communications systems.</p>
<p>3. Health Care Specialists</p> <p>4. Other Technical and Allied Specialists</p>	<p>Includes patient care and treatment, and ancillary medical support. This area includes any technical and related medical and dental services, administration and logistics.</p> <p>30. <u>Medical Care</u>--Includes all medical care and treatment, surgical, and therapy specialists. Dental care specialists are excluded (see group (33)).</p> <p>31. <u>Ancillary Medical Support</u>--Includes specialists in medical laboratory, pharmacy, and x-ray.</p> <p>32. <u>Biomedical Sciences and Allied Health</u>--Includes specialists in environmental health/preventive medicine, veterinary medicine, optometry, physiology, diet therapy, medical equipment maintenance and other biomedical science and allied health specialists.</p> <p>33. <u>Dental Care</u>--Includes specialists in dental care and treatment, and in dental laboratory services.</p> <p>34. <u>Medical Administration and Logistics</u>--Includes specialists in health care, medical logistics, and patient administration and management.</p> <p>Includes technical and professional occupations not elsewhere classified. Some of the job skills which reside in this area include photography, cartography, meteorology, ordnance disposal, laboratory analysis, and music, among others.</p> <p>40. <u>Photography</u>--Includes still, motion, and television cameramen, precision photographic processing, editing and broadcasting.</p> <p>41. <u>Mapping, Surveying, Drafting, and Illustrating</u>--Includes photomapping, map compiling, drafting, illustrating, and construction and topographic surveying and computing.</p>

ENLISTED OCCUPATIONAL AREAS

Occupational Area	Area Description and Occupational Groups
<p>5. Functional Support and Administration</p>	<p>42. <u>Weather</u>--Includes specialists in the collection of weather and sea condition data and in weather forecasting.</p> <p>43. <u>Ordnance Disposal and Diving</u>--Includes the excavation and rendering safe of explosive ordnance and of chemical and nuclear agents, and underwater demolition and other types of diving.</p> <p>45. <u>Musicians</u>--Includes military bandsmen and special band musicians.</p> <p>49. <u>Technical Specialists, N.E.C.</u>--Includes physical science laboratory analysts, specialists in memorial activities, safety, NBC warfare, and firefighting and damage control, and other technical specialists and aids such as scientific and engineering assistants.</p> <p>Includes general administration, clerical and personnel specialists. Also includes administrative specialists in data processing, information, and related areas, and functional support specialists in areas such as supply, transportation, and flight operations.</p> <p>50. <u>Personnel</u>--Includes specialists in personnel administration, personnel and manpower management, and recruiting and counseling.</p> <p>51. <u>Administration</u>--Includes clerks, typists, stenographers, and legal administrative specialists.</p> <p>52. <u>Clerical/Personnel</u>--Includes combined personnel and administrative specialists and senior enlisted personnel whose primary responsibilities are non-technical.</p> <p>53. <u>Data Processing</u>--Includes computer operators, analysts, and programmers and electric accounting machine operators.</p> <p>54. <u>Accounting, Finance and Disbursing</u>--Includes audit and budget specialists, disbursing clerks, and other related specialists.</p> <p>55. <u>Other Functional Support</u>--Includes specialists who provide support in the functional areas of supply accounting and procurement, transportation, flight operations and related areas.</p> <p>56. <u>Religious, Morale and Welfare</u>--Includes chaplains' assistants and specialists in theater, arts, sports, and related activities.</p> <p>57. <u>Information and Education</u>--Includes specialists in public affairs, radio/TV, and other types of information and education.</p>

ENLISTED OCCUPATIONAL AREAS

Occupational Area	Area Description and Occupational Groups
6. Electrical/Mechanical Equipment Repairmen	<p>Includes specialists in the maintenance and repair of electrical, hydraulic, and pneumatic equipment.</p> <p>60. <u>Aircraft and Aircraft Related</u>--Includes aircraft engines, electrical systems, structural components and surfaces, and launch equipment.</p> <p>61. <u>Automotive</u>--Includes construction equipment and other wheeled and tracked vehicles.</p> <p>62. <u>Wire Communications</u>--Includes specialists in the installation and maintenance of telephones, switchboards, and central office and related interior communications equipment.</p> <p>63. <u>Missile Mechanical and Electrical</u>--Includes missiles and missile systems and related components.</p> <p>64. <u>Armament and Munitions</u>--Includes small arms, artillery, mines, bombs and associated mountings, nuclear weapons, and ammunition renovation.</p> <p>65. <u>Shipboard Propulsion</u>--Includes marine main engines, boilers and auxiliary equipment.</p> <p>66. <u>Power Generating Equipment</u>--Includes nuclear power reactors and primary electric generating plants.</p> <p>67. <u>Precision Equipment</u>--Includes optical and other precision instruments and office machines.</p> <p>69. <u>Other Mechanical and Electrical Equipment</u>--Includes specialists in the maintenance and repair of mechanical and electrical equipment which is not readily classifiable in another group.</p>
7. Craftsmen	<p>Includes the formation, fabrication, and installation of structures and components, the installation and maintenance of utilities, and related trades and crafts.</p> <p>70. <u>Metalworking</u>--Includes specialists in the machining, shaping, and forming of metal and in the fabrication of metal parts.</p> <p>71. <u>Construction</u>--Includes specialists in construction trades and construction equipment operation.</p> <p>72. <u>Utilities</u>--Includes plumbers, heating and cooling specialists, and electricians.</p> <p>74. <u>Lithography</u>--Includes the making of printing plates, composing, and the operation of offset and letter presses.</p>

ENLISTED OCCUPATIONAL AREAS

Occupational Area	Area Description and Occupational Groups
8. Service and Supply Handlers	<p>Includes personnel involved in protective and personal services and non-clerical personnel involved in warehousing, food handling, and motor transportation.</p> <p>80. <u>Food Service</u>--Includes specialists in the handling, preparation, and serving of food.</p> <p>81. <u>Motor Transport</u>--Includes the operation of wheeled and tracked vehicles (except construction equipment) and railway equipment.</p> <p>82. <u>Material Receipt, Storage and Issue</u>--Includes specialists in the receipt, storage, issue, and shipment of general and specialized classes of supplies, excluding ammunition.</p> <p>83. <u>Law Enforcement</u>--Includes military police, protective and corrections specialists, and criminal and non-criminal inspectors and investigators.</p> <p>84. <u>Personal Service</u>--Includes laundry, dry cleaning, and related services.</p> <p>85. <u>Auxiliary Labor</u>--Includes unskilled laborers and their supervisors.</p> <p>86. <u>Forward Area Equipment Support</u>--Includes specialists in parachute packing and repair, in aerial delivery operations, and in flight equipment fitting and maintenance.</p> <p>87. <u>Other Services, N.E.C.</u>--Includes service specialists who are not readily classifiable in one of the other groups in this section.</p>

ENLISTED OCCUPATIONAL AREAS

Occupational Area	Area Description and Occupational Groups
<p>9. Non-Occupational</p> <p>90. <u>Patients and Prisoners</u>--Includes personnel holding patient or prisoner designations.</p> <p>91. <u>Officer Candidates and Students</u>--Includes personnel or authorizations for personnel in training to become commissioned or warrant officers, and personnel or authorizations for personnel in a student status.</p> <p>92. <u>Undesignated Occupations</u>--Includes personnel or authorizations for personnel serving in duties of a special or otherwise undesignated nature.</p> <p>95. <u>Not Occupationally Qualified</u>--Includes boot-campers and other personnel in a training status.</p>	<p>Includes patients and prisoners, students and trainees, and other enlisted and civilian personnel and designators of a non-occupational nature.</p>

OFFICER OCCUPATIONAL AREAS

Occupational Areas	Area Description and Groups
<p>1. General Officers and Executives, N.E.C.</p>	<p>Includes all officers of General/Flag rank and all commanders, directors, and planners not elsewhere classified.</p> <p>1A. <u>General and Flag</u>--Includes all occupations where individuals involved are of General or Flag rank.</p> <p>1B. <u>Executives, N.E.C.</u>--Includes all directors, planners and executives not elsewhere classified, and all Marine Corps full Colonels.</p>
<p>2. Tactical Operations Officers</p>	<p>Includes pilots and crews and operations staff officers.</p> <p>2A. <u>Fixed-Wing Fighter and Bomber Pilots</u>--Includes pilots of various types of fighter, attack, and bomber aircraft.</p> <p>2B. <u>Other Fixed-Wing Pilots</u>--Includes non-fighter and bomber fixed-wing pilots such as those engaged in transport, supply and reconnaissance.</p> <p>2C. <u>Helicopter Pilots</u>--Includes pilots of various types of helicopters.</p> <p>2D. <u>Aircraft Crews</u>--Includes navigators, bombardiers, radar intercept officers, and other officer aircraft crew personnel.</p> <p>2E. <u>Ground and Naval Arms</u>--Includes infantry, artillery, armor and close support officers, and Naval ship commanders and other warfare-related officers.</p> <p>2F. <u>Missiles</u>--Includes guided and ballistic missile systems officers and unit commanders.</p> <p>2G. <u>Operations Staff</u>--Includes combat, operations, and intelligence staff officers.</p> <p>2H. <u>Civilian Pilots</u>--Includes all non-military pilots.</p>
<p>3. Intelligence Officers</p>	<p>Includes strategic, general, and communications intelligence officers, and counterintelligence officers.</p> <p>3A. <u>Intelligence, General</u>--Includes strategic, general and technical intelligence gathering, analysis, interpretation, and summary.</p> <p>3B. <u>Communications Intelligence</u>--Includes intercept, analysis, translation, cryptology, and related communications intelligence.</p> <p>3C. <u>Counterintelligence</u>--Includes installation, area, and other internal and counterintelligence.</p>

OFFICER OCCUPATIONAL AREAS

Occupational Area	Area Description and Occupational Groups
<p>4. Engineering and Maintenance Officers</p> <p>Includes design, development, production, and maintenance engineering officers.</p> <p class="list-item-l1">4A. <u>Construction and Utilities</u>--Includes civil engineers, architects, and other construction and utilities officers.</p> <p class="list-item-l1">4B. <u>Electrical/Electronic</u>--Includes electrical and electronic engineers and equipment maintenance officers not classified under Group 4C.</p> <p class="list-item-l1">4C. <u>Communications and Radar</u>--Includes communications engineers and communications and radar design, installation, operation, and maintenance officers.</p> <p class="list-item-l1">4D. <u>Aviation Maintenance and Allied</u>--Includes aircraft maintenance officers and aeronautical engineers.</p> <p class="list-item-l1">4E. <u>Ordnance</u>--Includes weapons engineering and maintenance officers, excluding missile officers.</p> <p class="list-item-l1">4F. <u>Missile Maintenance</u>--Includes guided and ballistic missile design, test, and maintenance officers and missile engineers.</p> <p class="list-item-l1">4G. <u>Ship Construction and Maintenance</u>--Includes officers concerned with design, development, construction, production, alteration, maintenance, and repair of ships and their equipment.</p> <p class="list-item-l1">4H. <u>Ship Machinery</u>--Includes officers who perform functions similar to those listed in 4G with respect to ships' main propulsion and auxiliary machinery; also includes officers involved in the operation of such machinery.</p> <p class="list-item-l1">4J. <u>Safety</u>--Includes ground, aviation, weapons, and nuclear safety officers.</p> <p class="list-item-l1">4K. <u>Chemical</u>--Includes chemical engineers and staff officers.</p> <p class="list-item-l1">4L. <u>Automotive and Allied</u>--Includes engineers and maintenance officers whose primary concern is with automotive and related equipment.</p> <p class="list-item-l1">4M. <u>Surveying and Mapping</u>--Includes surveying, topographic and geodetic engineers, and cartographic and aerial mapping officers.</p> <p class="list-item-l1">4N. <u>Other</u>--Includes engineering and maintenance officers that are not readily classified in one of the previous groups.</p>	

OFFICER OCCUPATIONAL AREAS

Occupational Area	Area Description and Occupational Groups
<p>5. Scientists and Professionals</p> <p>6. Health Care Officers</p>	<p>Includes physical, biological, and social scientists not involved with health care (see Group 6), as well as other professionals such as lawyers and chaplains.</p> <p>5A. <u>Physical Scientists</u>--Includes physicists, chemists, geologists, and other physical scientists except meteorologists.</p> <p>5B. <u>Meteorologists</u>--Includes meteorologists and weather officers.</p> <p>5C. <u>Biological Scientists</u>--Includes ecology, zoology, botany, horticulture, conservation, and other related scientists.</p> <p>5D. <u>Social Scientists</u>--Includes historians, economists, sociologists, and other biological scientists.</p> <p>5E. <u>Behavioral Scientists</u>--Includes behavioral scientists and evaluators who are not part of Service Medical Departments (see Group 6H).</p> <p>5F. <u>Legal</u>--Includes lawyers and legal officers.</p> <p>5G. <u>Chaplains</u>--Includes ordained and other certified clergymen.</p> <p>5J. <u>Mathematicians and Statisticians</u>--Includes mathematicians, statisticians, operations research analysts, and other mathematical scientists.</p> <p>5K. <u>Educators and Instructors</u>--Includes teachers and military college faculty members, excluding training administrators.</p> <p>5L. <u>Research and Development Coordinators</u>--Includes research and development directors, coordinators, and administrators.</p> <p>5M. <u>Community Activities Officers</u>--Includes counselors and human relations officers.</p> <p>5N. <u>Scientists and Professionals, N.E.C.</u>--Includes scientists and professionals that are not readily classifiable in one of the previous groups.</p> <p>Includes physicians, dentists, nurses, veterinarians, biomedical sciences and allied health officers, and health services administration officers.</p> <p>6A. <u>Physicians</u>--Includes all allopathic and osteopathic doctors of medicine arranged by medical specialty.</p> <p>6C. <u>Dentists</u>--Includes all dental officers, arranged by dental specialty.</p>

OFFICER OCCUPATIONAL AREAS

Occupational Area	Area Description and Occupational Groups
	<p>6E. <u>Nurses</u>--Includes all professional nurses, including general duty nurses, nurse specialists and command/staff nurses.</p> <p>6G. <u>Veterinarians</u>--Includes all veterinary officers and warrant officer food inspection technicians.</p> <p>6H. <u>Biomedical Sciences and Allied Health Officers</u>--Includes therapists, optometrists, pharmacists, podiatrists, biomedical laboratory, environmental health, psycho/social, physiologists, and other allied health and biomedical science officers.</p> <p>6I. <u>Health Services Administration Officers</u>--Includes all medical and health care administration, management, logistics facilities, personnel, fiscal, and plans officers specifically related to health services administration and management.</p>
7. Administrators	<p>Includes general and specialized administration and management officers.</p> <p>7A. <u>Administrators, General</u>--Includes adjutants, aides, general administrative officers, and others not classifiable in one of the following groups.</p> <p>7B. <u>Training Administrators</u>--Includes officers engaged in the planning, management, and operation of training programs.</p> <p>7C. <u>Manpower and Personnel</u>--Includes manpower and personnel managers, administrators, and analysts, and related officers.</p> <p>7D. <u>Comptrollers and Fiscal</u>--Includes budget, finance, and accounting officers.</p> <p>7E. <u>Data Processing</u>--Includes computer systems officers.</p> <p>7F. <u>Pictorial</u>--Includes photographic, motion picture, and television officers.</p> <p>7G. <u>Information</u>--Includes public and internal information officers.</p> <p>7H. <u>Police</u>--Includes enforcement, investigations, corrections, and security officers.</p> <p>7L. <u>Inspection</u>--Includes Inspector General and technical inspection positions.</p> <p>7N. <u>Morale and Welfare</u>--Includes band, recreation, and special services officers.</p>

OFFICER OCCUPATIONAL AREAS

Occupational Area	Area Description and Occupational Groups
8. Supply, Procurement and Allied Officers	<p>Includes officers in supply, procurement and production, transportation, food service, and related logistics activities not elsewhere classified.</p> <p>8A. <u>Logistics, General</u>--Includes officers in broad, multifunction logistics activities not specific to a single class of supply or a single supply operation.</p> <p>8B. <u>Supply</u>--Includes general, technical, and unit supply officers.</p> <p>8C. <u>Transportation</u>--Includes land, sea, and air transportation operations officers, and traffic and travel control officers.</p> <p>8D. <u>Procurement and Production</u>--Includes contracting, property and other procurement and production officers.</p> <p>8E. <u>Food Service</u>--Includes club and mess managers and other food service officers.</p> <p>8F. <u>Exchange and Commissary</u>--Includes all officers involved in the operation and management of military exchanges and commissaries.</p> <p>8G. <u>Other</u>--Includes printing and publications, housing and other supply service officers not classifiable in one of the previous groups.</p>
9. Non-Occupational	<p>Includes patients, students, trainees, and other officers who for various reasons are not occupationally qualified.</p> <p>9A. <u>Patients</u>--Includes officers holding patient designations.</p> <p>9B. <u>Students</u>--Includes law students, medical students, flight students, and other trainees.</p> <p>9E. <u>Other</u>--Includes billet designators, officers new to their occupational field, and other non-occupational officers and designations not included in the previous groups.</p>

Using the Appendix

The following pages present distributions, by Reserve Component, of enlisted and officer occupations using the U.S. Department of Defense service-wide coding structure. For enlisted members, the first digit in the code represents the general occupational *area*, the second digit defines the occupational *group* and the third digit corresponds to the specific occupational *subgroup*. Officer occupational *areas* are subdivided directly into occupational *subgroups*. Within each Reserve Component, the appendix presents percentages by occupational area, occupational group, and occupational subgroup for enlisted personnel, and by occupational area and occupational subgroup for officers.

A DoD service-wide occupation code of 301 for enlisted members represents:

- (3) Health Care Specialists occupational *area*
- (30) Medical Care occupational *group*
- (301) Surgery occupational *subgroup*

For officers, an occupation code of 301 represents:

- (3) Intelligence Officers occupational *area*
- (301) Intelligence, General occupational *subgroup*

Weighted percentages are presented separately for enlisted personnel and officers. Percentages within each classification level sum to the percentage for the next higher level. For example, 4.83 percent of Army National Guard enlisted personnel were classified as Health Care Specialists (occupational area). The percentages for occupational groups within Health Care Specialists will sum to 4.83 percent, as shown:

(3) Health Care Specialists	4.83%
(30) Medical Care	3.91%
(31) Ancillary Medical Support	.27%
(32) Biomedical Sciences and Allied Health	.10%
(33) Dental Care	.16%
(34) Medical Administration and Logistics	.39%

The same logic follows for occupational groups. The occupational group Medical Care contained 3.91 percent of all Army National Guard enlisted personnel. The percentages of the occupational subgroups will sum to 3.91 percent, as shown:

(30) Medical Care	3.91%
(300) Medical Care and Treatment, General	3.75%
(301) Surgery	.13%
(302) Behavioral Sciences	.01%
(303) Therapy	.02%
(304) Orthopedic	.00%

Because officer occupation codes consist of only two levels (occupational area and occupational subgroup), the relationships are simpler. The occupational group Intelligence Officers contained 2.04 percent of all Army National Guard officers, and the occupational subgroup Intelligence, General contained 1.62 percent of all Army National Guard officers. This percentage, when combined with the percentages for the other two occupational subgroups under Intelligence Officers, results in a total of 2.04 percent.

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
0	01		Infantry, Gun Crews, and Seamanship Specialists	28.77 %
		Infantry	Infantry, General	13.72 %
		Special Forces	Military Training Instructor	12.64 %
		Armor and Amphibious	Armor and Amphibious, General	0.14 %
		Combat Engineering	Combat Engineering, General	0.94 %
		Artillery/Gunner, Rockets, and Missiles	Artillery and Gunnery	3.43 %
		Artillery and Gunnery	Rocket Artillery	3.43 %
		Rocket Artillery	Missile Artillery, Operating Crew	5.35 %
		Missile Artillery	Seamanship	5.35 %
		Small Boat Operators	Small Boat Operators	6.21 %
				5.41 %
				0.07 %
				0.73 %
				0.05 %
				0.05 %
				2.82 %
				2.31 %
				1.66 %
				0.62 %
				0.03 %
				0.04 %
				0.04 %
				0.19 %
				0.19 %
				0.09 %
				0.09 %
				0.13 %
				0.13 %
				0.06 %
				0.06 %
				8.12 %
				3.45 %
				2.78 %
				0.67 %
1	10	101	Communications Radio	
		102	Navigation, Communication & Countermeasure, N.	
		104	Surveillance/Target Acquisition and Tracking R	
		11	Fire Control Electronic Systems (Non-Missile)	
		113	Shipboard and Other Fire Control	
		121	Missile Guidance, Control and Checkout	
		121	Missile Guidance and Control	
		150	ADP Computers	
		150	ADP Computers, General	
		16	Teletype and Cryptographic Equipment	
		160	Teletype and Cryptographic Equipment, General	
		19	Other Electronic Equipment	
		198	Electronic Instruments, N.E.C.	
2	20	201	Communications and Intelligence Specialists	
		202	Radio and Radio Code	
			Radio Code	
			Non-Code Radio	

Using the Appendix

The following pages present distributions, by Reserve Component, of enlisted and officer occupations using the U.S. Department of Defense service-wide coding structure. For enlisted members, the first digit in the code represents the general occupational *area*, the second digit defines the occupational *group* and the third digit corresponds to the specific occupational *subgroup*. Officer occupational *areas* are subdivided directly into occupational *subgroups*. Within each Reserve Component, the appendix presents percentages by occupational area, occupational group, and occupational subgroup for enlisted personnel, and by occupational area and occupational subgroup for officers.

A DoD service-wide occupation code of 301 for enlisted members represents:

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For officers, an occupation code of 301 represents:

- (3) Intelligence Officers occupational *area*
- (301) Intelligence, General occupational *subgroup*

Weighted percentages are presented separately for enlisted personnel and officers. Percentages within each classification level sum to the percentage for the next higher level. For example, 4.83 percent of Army National Guard enlisted personnel were classified as Health Care Specialists (occupational area). The percentages for occupational groups within Health Care Specialists will sum to 4.83 percent, as shown:

(3)	Health Care Specialists	4.83%
(30)	Medical Care	3.91%
(31)	Ancillary Medical Support	.27%
(32)	Biomedical Sciences and Allied Health	.10%
(33)	Dental Care	.16%
(34)	Medical Administration and Logistics	.39%

The same logic follows for occupational groups. The occupational group Medical Care contained 3.91 percent of all Army National Guard enlisted personnel. The percentages of the occupational subgroups will sum to 3.91 percent, as shown:

(30)	Medical Care	3.91%
(300)	Medical Care and Treatment, General	3.75%
(301)	Surgery	.13%
(302)	Behavioral Sciences	.01%
(303)	Therapy	.02%
(304)	Orthopedic	.00%

Because officer occupation codes consist of only two levels (occupational area and occupational subgroup), the relationships are simpler. The occupational group Intelligence Officers contained 2.04 percent of all Army National Guard officers, and the occupational subgroup Intelligence, General contained 1.62 percent of all Army National Guard officers. This percentage, when combined with the percentages for the other two occupational subgroups under Intelligence Officers, results in a total of 2.04 percent.

U.S. Department of Defense Service-Wide Occupations and Codes

202

Appendix C

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
0	01	010	Infantry, Gun Crews, and Seamanship Specialists	28.77 %
		011	Infantry, General	13.72 %
		012	Special Forces	12.64 %
	02	020	Military Training Instructor	0.14 %
		020	Armor and Amphibious	0.94 %
		020	Armor and Amphibious, General	3.43 %
	03	030	Combat Engineering	3.43 %
		030	Combat Engineering, General	5.35 %
	04	041	Artillery/Gunnery, Rockets, and Missiles	5.35 %
		041	Artillery and Gunnery	6.21 %
		042	Rocket Artillery	5.41 %
		043	Missile Artillery, Operating Crew	0.07 %
	06	062	Seamanship	0.73 %
		062	Small Boat Operators	0.05 %
				0.05 %
	1	10	Electronic Equipment Repairers	2.82 %
		101	Radio/Radar	2.31 %
		102	Communications Radio	1.66 %
		104	Navigation, Communication & Countermeasure, N.	0.62 %
	11	113	Surveillance/Target Acquisition and Tracking R	0.03 %
		113	Fire Control Electronic Systems (Non-Missile)	0.04 %
	12	121	Shipboard and Other Fire Control	0.04 %
		121	Missile Guidance, Control and Checkout	0.19 %
	15	150	Missile Guidance and Control	0.19 %
		150	ADP Computers	0.09 %
	16	160	ADP Computers, General	0.09 %
		160	Teletype and Cryptographic Equipment	0.13 %
	19	198	Teletype and Cryptographic Equipment, General	0.13 %
		198	Other Electronic Equipment	0.06 %
			Electronic Instruments, N.E.C.	0.06 %
	2		Communications and Intelligence Specialists	8.12 %
	20	201	Radio and Radio Code	3.45 %
		202	Radio Code	2.78 %
			Non-Code Radio	0.67 %

U.S. Department of Defense Service-Wide Occupations and Codes

203

Appendix C

Army National Guard Enlisted		Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
		22		221	Radar and Air Traffic Control	0.14 %
				222	Radar	0.06 %
					Air Traffic Control	0.08 %
		23		231	Signal Intelligence/Electronic Warfare	0.06 %
				232	Intercept Operators (Code and Non-Code)	0.02 %
				233	Analysis	0.01 %
					Electronic Countermeasures	0.03 %
		24		241	Intelligence	0.55 %
				242	Language Interrogation/Interpretation	0.10 %
				243	Image Interpretation	0.01 %
				244	Operational Intelligence	0.38 %
					Counterintelligence	0.07 %
		25		250	Combat Operations Control	2.67 %
				260	Combat Operations Control, General	2.67 %
					Communications Center Operations	1.25 %
					Communications Center Operations, General	1.25 %
		3			Health Care Specialists	4.83 %
				30	Medical Care	3.91 %
					Medical Care and Treatment, General	3.75 %
				300	Surgery	0.13 %
				301	Behavioral Sciences	0.01 %
				302	Therapy	0.02 %
				303	Orthopedic	0.00 %
				304	Ancillary Medical Support	0.27 %
					Biomedical Laboratory Services	0.10 %
		31		311	Veterinary Medicine	0.01 %
				312	Environmental Health Services	0.05 %
				313	Biomedical Equipment Maintenance & Repair	0.03 %
		32			Dental Care	0.16 %
				321	Dental Care, General	0.16 %
				322	Dental Laboratory	0.00 %
				326	Medical Administration and Logistics	0.39 %
		33		330		
				331		
		34				

U.S. Department of Defense Service-Wide Occupations and Codes

204

Appendix C

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
			340 Medical Administration	0.39 %
4	40	400	Other Technical and Allied Specialists	3.06 %
			Photography	0.02 %
			Photography, General	0.02 %
	41	411	Mapping, Surveying, Drafting, and Illustrating	0.65 %
		412	Mapping	0.02 %
		413	Surveying	0.45 %
		414	Drafting	0.14 %
			Illustrating	0.05 %
	42	420	Weather	0.09 %
			Weather, General	0.09 %
	43	433	Ordnance Disposal and Diving	0.01 %
			Divers	0.01 %
	45	450	Musicians	0.82 %
			Musicians, General	0.82 %
	49	491	Technical Specialists, N.E.C.	1.45 %
		492	Physical Science Laboratory	0.04 %
		494	Memorial Activities and Embalming	0.02 %
		495	Nuclear, Biological, and Chem. Warfare Special	1.31 %
			Firefighting and Damage Control	0.07 %
5	50	500	Functional Support and Administration	12.87 %
		501	Personnel	1.56 %
			Personnel, General	1.46 %
			Recruiting and Counseling	0.09 %
	51	510	Administration	2.34 %
		511	Administration, General	2.17 %
		512	Stenography	0.03 %
	52	521	Legal	0.14 %
			Clerical/Personnel	0.89 %
			First Sergeants, Sergeants Major, & Leading Ch	0.89 %
	53	531	Data Processing	0.23 %
		532	Operators/Analysts	0.10 %
			Programmers	0.12 %
	54		Accounting, Finance and Disbursing	0.45 %

U.S. Department of Defense Service-Wide Occupations and Codes

205

Appendix C

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
			Auditing and Accounting	0.03 %
			Disbursing	0.43 %
			Other Functional Support	6.98 %
			Supply Administration	3.93 %
			Unit Supply	2.58 %
			Transportation	0.12 %
			Flight Operations	0.35 %
			Religious, Morale and Welfare	0.20 %
			Chaplain's Assistants	0.20 %
			Information and Education	0.22 %
			Information and Education, General	0.22 %
			Electrical/Mechanical Equipment Repairers	17.66 %
			Aircraft and Aircraft Related	3.08 %
			Aircraft, General	2.42 %
			Aircraft Engines	0.16 %
			Aircraft Accessories	0.29 %
			Aircraft Structures	0.20 %
			Automotive	11.15 %
			Automotive, General	6.59 %
			Tracked Vehicles	3.15 %
			Construction Equipment	1.40 %
			Wire Communications	0.61 %
			Linemen	0.57 %
			Central Office	0.04 %
			Missile Mechanical and Electrical	0.09 %
			Missile Mechanic	0.09 %
			Armament and Munitions	1.00 %
			Armament Maintenance, General	0.03 %
			Small Arms Repair	0.16 %
			Artillery Repair	0.14 %
			Turret Repair	0.43 %
			Nuclear Weapons Maintenance and Assembly	0.01 %
			Ammunition Repair	0.23 %
			Shipboard Propulsion	0.05 %
			Main Propulsion	0.03 %

Army National Guard
Enlisted

U.S. Department of Defense Service-Wide Occupations and Codes

206

Appendix C

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
			Auxiliaries	0.03 %
66	652	Power Generating Equipment		1.45 %
		Electric Power		1.45 %
67	662	Precision Equipment		0.02 %
		Precision Equipment, General		0.02 %
69	670	Other Mechanical and Electrical Equipment		0.21 %
		Other Mechanical and Electrical Equipment, Gen		0.21 %
			Craftsworkers	4.90 %
			Metalworking	0.58 %
			Machinists	0.18 %
			Metal Body Repair	0.40 %
			Construction	3.57 %
			Construction, General	0.41 %
			Woodworking	1.18 %
			Construction Equipment Operation	1.98 %
			Utilities	0.71 %
			Utilities, General	0.38 %
			Electricians	0.32 %
			Lithography	0.01 %
			Lithography, General	0.01 %
			Fabric, Leather, and Rubber	0.03 %
			Fabric, Leather, and Rubber, General	0.03 %
			Service and Supply Handlers	13.16 %
			Food Service	4.43 %
			Food Service, General	4.43 %
			Motor Transport	4.52 %
			Motor Vehicle Operators	4.52 %
			Material Receipt, Storage and Issue	1.17 %
			Missile Fuel and Petroleum	1.14 %
			Warehousing and Equipment Handling	0.03 %
			Law Enforcement	2.88 %
			Law Enforcement, General	2.87 %
			Corrections	0.01 %
			Personal Service	0.10 %
7	70	702		
		704		
71	710	710		
	712	712		
	713	713		
72	720	720		
	721	721		
74	740	740		
	760	760		
8	80	800		
	811	811		
82	821	821		
	822	822		
83	830	830		
	831	831		
84				

Army National Guard
Enlisted

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C

207

Army National Guard Enlisted		Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
					Laundry and Personal Service, General	0.10 %
			840		Forward Area Equipment Support	0.05 %
			86		Forward Area Equipment Support, General	0.05 %
			860			
					Non-Occupational	3.04 %
			95		Not Occupationally Qualified	3.04 %
			950		Not Occupationally Qualified, General	3.04 %
					Missing/Invalid Code	0.77 %
			9			

U.S. Department of Defense Service-Wide Occupations and Codes

208

Appendix C

Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
1	101	General Officers and Executives, N.E.C. General and Flag	0.54 % 0.54 %
2	202 203 205 206 207	Tactical Operations Officers Other Fixed-Wing Pilots Helicopter Pilots Ground and Naval Arms Missiles Operations Staff	47.22 % 0.33 % 13.48 % 32.75 % 0.26 % 0.40 %
3	301 302 303	Intelligence Officers Intelligence, General Communications Intelligence Counterintelligence	1.90 % 1.62 % 0.17 % 0.10 %
4	401 403 404 405 406 408 411 412 414	Engineering and Maintenance Officers Construction and Utilities Communications and Radar Aviation Maintenance and Allied Ordnance Missile Maintenance Ship Machinery Chemical Automotive and Allied Other	12.96 % 1.27 % 4.85 % 0.50 % 1.64 % 0.16 % 0.06 % 1.39 % 3.06 % 0.02 %
5	502 506 507	Scientists and Professionals Meteorologists Legal Chaplains	3.52 % 0.11 % 1.21 % 2.20 %
6	601 603 605 607	Health Care Officers Physicians Dentists Nurses Veterinarians	8.55 % 1.62 % 0.67 % 2.83 % 0.12 %

U.S. Department of Defense Service-Wide Occupations and Codes

209

Appendix C

Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
		Biomedical Sciences and Allied Health Of Health Services Administration Officers	0.98 % 2.33 %
7	701	Administrators	8.49 %
	703	Administrators, General	0.08 %
	704	Manpower and Personnel	4.06 %
	705	Comptrollers and Fiscal	0.46 %
	707	Data Processing	0.33 %
	708	Information	0.54 %
	714	Police	2.81 %
		Morale and Welfare	0.22 %
8		Supply, Procurement and Allied Officers	9.57 %
	801	Logistics, General	1.15 %
	802	Supply	3.71 %
	803	Transportation	4.28 %
	804	Procurement and Production	0.10 %
	805	Food Service	0.33 %
9		Non-Occupational	5.62 %
	902	Students	0.39 %
	905	Other	5.23 %
		Missing/Invalid Code	1.63 %

U.S. Department of Defense Service-Wide Occupations and Codes

210

Appendix C

Army Reserve
Enlisted

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
0	01	010	Infantry, Gun Crews, and Seamanship Specialists	18.86 %
		011	Infantry, General	10.94 %
		012	Special Forces	5.96 %
	02	020	Military Training Instructor	0.50 %
		020	Armor and Amphibious	4.48 %
		020	Armor and Amphibious, General	1.30 %
	03	030	Combat Engineering	1.30 %
		030	Combat Engineering, General	4.03 %
	04	041	Artillery/Gunnery, Rockets, and Missiles	4.03 %
		041	Artillery and Gunnery	2.24 %
		042	Rocket Artillery	2.14 %
		043	Missile Artillery, Operating Crew	0.03 %
06	062	062	Seamanship	0.06 %
		062	Small Boat Operators	0.35 %
	1	10	Electronic Equipment Repairers	0.35 %
		101	Radio/Radar	1.41 %
		102	Communications Radio	1.06 %
		11	Navigation, Communication & Countermeasure, N.	0.70 %
		113	Fire Control Electronic Systems (Non-Missile)	0.36 %
	12	121	Shipboard and Other Fire Control	0.08 %
		121	Missile Guidance, Control and Checkout	0.08 %
	15	150	Missile Guidance and Control	0.01 %
		150	ADP Computers	0.02 %
	16	160	ADP Computers, General	0.02 %
		160	Teletype and Cryptographic Equipment	0.23 %
		160	Teletype and Cryptographic Equipment, General	0.23 %
	2	20	Communications and Intelligence Specialists	6.56 %
		201	Radio and Radio Code	2.50 %
		202	Radio Code	2.06 %
		221	Non-Code Radio	0.44 %
	22	221	Radar and Air Traffic Control	0.06 %
		222	Radar	0.01 %
		222	Air Traffic Control	0.05 %

U.S. Department of Defense Service-Wide Occupations and Codes

211

Appendix C

Army Reserve Enlisted		Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
23	230	Signal Intelligence/Electronic Warfare	0.56 %			
	231	Signal Intelligence/Electronic Warfare, General Intercept Operators (Code and Non-Code)	0.01 %			
	232	Analysis	0.25 %			
	233	Electronic Countermeasures	0.14 %			
24	241	Intelligence	0.16 %			
	242	Language Interrogation/Interpretation	0.11 %			
	243	Image Interpretation	0.15 %			
	244	Operational Intelligence	1.00 %			
		Counterintelligence	0.25 %			
25	250	Combat Operations Control	0.77 %			
		Combat Operations Control, General	0.77 %			
26	260	Communications Center Operations	1.11 %			
		Communications Center Operations, General	1.11 %			
3	300	Health Care Specialists	10.92 %			
	301	Medical Care	7.30 %			
	302	Medical Care and Treatment, General	5.58 %			
	303	Surgery	1.05 %			
	304	Behavioral Sciences	0.25 %			
		Therapy	0.09 %			
		Orthopedic	0.32 %			
31	311	Ancillary Medical Support	1.39 %			
	312	Biomedical Laboratory Services	0.87 %			
	313	Pharmacy	0.30 %			
32	321	Radiology	0.23 %			
	322	Biomedical Sciences and Allied Health	0.31 %			
	323	Veterinary Medicine	0.11 %			
	326	Environmental Health Services	0.11 %			
33	330	Ophthalmology/Optometry	0.07 %			
	331	Biomedical Equipment Maintenance & Repair	0.03 %			
		Dental Care	0.62 %			
34	340	Dental Care, General	0.51 %			
		Dental Laboratory	0.11 %			
		Medical Administration and Logistics	1.29 %			
		Medical Administration	1.29 %			

U.S. Department of Defense Service-Wide Occupations and Codes

212

Appendix C

Army Reserve
Enlisted

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
4	40	400	Photography	3.10 %
	41	411	Photography, General	0.03 %
		412	Mapping, Surveying, Drafting, and Illustrating	0.48 %
		413	Mapping	0.07 %
		414	Surveying	0.02 %
			Drafting	0.17 %
			Illustrating	0.21 %
	43	431	Ordnance Disposal and Diving	0.03 %
		433	EOD/UDT	0.01 %
			Divers	0.02 %
	45	450	Musicians	0.41 %
			Musicians, General	0.41 %
	49	492	Technical Specialists, N.E.C.	2.16 %
		494	Memorial Activities and Embalming	0.08 %
		495	Nuclear, Biological, and Chem. Warfare Special	2.03 %
			Firefighting and Damage Control	0.05 %
5	50	500	Functional Support and Administration	26.28 %
		501	Personnel	4.35 %
			Personnel, General	3.97 %
			Recruiting and Counseling	0.38 %
	51	510	Administration	7.85 %
		511	Administration, General	7.11 %
		512	Stenography	0.11 %
			Legal	0.63 %
	52	521	Clerical/Personnel	1.80 %
			First Sergeants, Sergeants Major, & Leading Ch	1.80 %
	53	531	Data Processing	0.47 %
		532	Operators/Analysts	0.31 %
			Programmers	0.17 %
	54	541	Accounting, Finance and Disbursing	0.67 %
		542	Auditing and Accounting	0.08 %
			Disbursing	0.59 %
	55		Other Functional Support	10.69 %

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C

Occupational Area		Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
				Supply Administration	6.16 %
				Unit Supply	3.69 %
				Transportation	0.68 %
				Flight Operations	0.16 %
				Religious, Morale and Welfare	0.23 %
				Chaplain's Assistants	0.23 %
				Information and Education	0.21 %
				Information and Education, General	0.21 %
				Electrical/Mechanical Equipment Repairers	12.17 %
				Aircraft and Aircraft Related	1.43 %
				Aircraft, General	1.22 %
				Aircraft Engines	0.03 %
				Aircraft Accessories	0.11 %
				Aircraft Structures	0.06 %
				Automotive	6.98 %
				Automotive, General	4.98 %
				Tracked Vehicles	0.83 %
				Construction Equipment	1.17 %
				Wire Communications	0.86 %
				Linemen	0.81 %
				Central Office	0.05 %
				Missile Mechanical and Electrical	0.09 %
				Missile Mechanic	0.09 %
				Armament and Munitions	1.04 %
				Small Arms Repair	0.03 %
				Artillery Repair	0.01 %
				Turret Repair	0.09 %
				Ammunition Repair	0.90 %
				Shipboard Propulsion	0.11 %
				Auxiliaries	0.11 %
				Power Generating Equipment	1.24 %
				Electric Power	1.24 %
				Other Mechanical and Electrical Equipment	0.43 %
				Other Mechanical and Electrical Equipment, Gen	0.43 %

U.S. Department of Defense Service-Wide Occupations and Codes

214

Appendix C

Occupational Area		Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
7	70	702	704	Craftworkers Metalworking Machinists	5.79 % 0.48 % 0.29 %
71	710	712	713	Metal Body Repair Construction, General Woodworking Construction Equipment Operation	0.18 % 3.94 % 0.43 % 1.33 % 2.18 %
72	720	721		Utilities Utilities, General Electricians	0.98 % 0.67 % 0.31 %
74	740			Lithography Lithography, General	0.17 % 0.17 %
76	760			Fabric, Leather, and Rubber Fabric, Leather, and Rubber, General	0.23 % 0.23 %
8	80	800		Service and Supply Handlers Food Service	13.72 % 4.60 %
81	811	812		Food Service, General Motor Transport Motor Vehicle Operators Railway Operators	4.60 % 4.28 % 4.23 % 0.06 %
82	821	822		Material Receipt, Storage and Issue Missile Fuel and Petroleum Warehousing and Equipment Handling	1.58 % 0.97 % 0.61 %
83	830			Law Enforcement Law Enforcement, General	2.45 % 2.19 %
	831			Corrections	0.13 %
	832			Investigations	0.13 %
84	840			Personal Service	0.55 %
85	850			Laundry and Personal Service, General Auxiliary Labor Auxiliary Labor, General	0.55 % 0.10 % 0.10 %
86	860			Forward Area Equipment Support Forward Area Equipment Support, General	0.16 % 0.16 %

Army Reserve
Enlisted

U.S. Department of Defense Service-Wide Occupations and Codes

215

Appendix C

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
				Army Reserve Enlisted
9	91	911	Non-Occupational Officer Candidates and Students	0.49 %
		912	Cadets and Other Officer Candidates	0.12 %
	95	950	Students	0.02 %
			Not Occupationally Qualified	0.10 %
			Not Occupationally Qualified, General	0.37 %
			Missing/Invalid Code	0.37 %
				0.70 %

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C

216

Army Reserve Officer			
Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
1	101	General Officers and Executives, N.E.C.	0.44 %
	102	General and Flag Executives, N.E.C.	0.31 %
			0.12 %
2	202	Tactical Operations Officers	22.71 %
		Other Fixed-Wing Pilots	0.11 %
	203	Helicopter Pilots	3.26 %
	205	Ground and Naval Arms	17.58 %
	206	Missiles	0.45 %
	207	Operations Staff	1.31 %
3	301	Intelligence Officers	5.03 %
	302	Intelligence, General	3.46 %
	303	Communications Intelligence	0.59 %
		Counterintelligence	0.97 %
4	401	Engineering and Maintenance Officers	9.38 %
	403	Construction and Utilities	2.02 %
	404	Communications and Radar	3.23 %
	405	Aviation Maintenance and Allied	0.11 %
	406	Ordnance	1.62 %
	408	Missile Maintenance	0.10 %
	411	Ship Machinery	0.06 %
	412	Chemical	1.20 %
	413	Automotive and Allied	0.91 %
	414	Surveying and Mapping	0.10 %
		Other	0.03 %
5	501	Scientists and Professionals	7.38 %
	504	Physical Scientists	0.07 %
	505	Social Scientists	1.32 %
	506	Psychologists	0.14 %
	507	Legal	3.83 %
	510	Chaplains	1.54 %
	512	Mathematicians and Statisticians	0.05 %
		Research and Development Coordinators	0.44 %

U.S. Department of Defense Service-Wide Occupations and Codes

217

Appendix C

Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
6	601	Health Care Officers	31.48 %
	603	Physicians	4.32 %
	605	Dentists	2.69 %
	607	Nurses	16.57 %
	608	Veterinarians	0.28 %
	609	Biomedical Sciences and Allied Health Of Health Services Administration Officers	3.94 %
			3.68 %
7		Administrators	11.01 %
	701	Administrators, General	0.04 %
	703	Manpower and Personnel	6.07 %
	704	Comptrollers and Fiscal	1.24 %
	705	Data Processing	0.39 %
	707	Information	0.38 %
	708	Police	2.73 %
	714	Morale and Welfare	0.15 %
8		Supply, Procurement and Allied Officers	10.28 %
	801	Logistics, General	2.19 %
	802	Supply	2.84 %
	803	Transportation	4.49 %
	804	Procurement and Production	0.42 %
	805	Food Service	0.34 %
9		Non-Occupational Other	0.12 %
	905	Missing/Invalid Code	2.18 %

Appendix C

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
0	01	010	Infantry, Gun Crews, and Seamanship Specialists	12.76 %
		011	Infantry, General	0.85 %
		012	Special Forces	0.06 %
	04	041	Military Training Instructor	0.49 %
		05	Artillery/Gunnery, Rockets, and Missiles	0.30 %
		06	Artillery and Gunnery	1.25 %
		060	Air Crew	1.89 %
		061	Air Crew, General	1.89 %
		062	Seamanship	8.65 %
		063	Boatswains	3.06 %
		07	Navigators	0.80 %
		070	Small Boat Operators	0.65 %
			Seamanship, General	4.14 %
			Installation Security	0.12 %
			Security Guards	0.12 %
1	10	100	Electronic Equipment Repairers	8.04 %
		101	Radio/Radar	3.67 %
		102	Radio/Radar, General	1.69 %
		104	Communications Radio	0.13 %
	11	113	Navigation, Communication & Countermeasure, N.	1.69 %
		12	Surveillance/Target Acquisition and Tracking R	0.15 %
		121	Fire Control Electronic Systems (Non-Missile)	0.10 %
		122	Shipboard and Other Fire Control	0.10 %
		123	Missile Guidance, Control and Checkout	2.16 %
			Missile Guidance and Control	1.00 %
			Missile Checkout Equip., Test Equip., & Calibra	0.73 %
			Torpedo Repair	0.42 %
	13	130	Sonar Equipment	1.29 %
		15	Sonar, General	1.29 %
		150	ADP Computers	0.43 %
		16	ADP Computers, General	0.43 %
		160	Teletype and Cryptographic Equipment	0.16 %
		19	Teletype and Cryptographic Equipment, General	0.16 %
			Other Electronic Equipment	0.22 %

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C
Naval Reserve
Enlisted

219

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
			Shipboard Inertial Navigation Systems Electronic Instruments, N.E.C.	0.11 % 0.11 %
2	20	201	Radio and Radio Code	2.57 %
		203	Non-Radio Communications (Visual)	2.09 %
	21	210	Sonar Operator, General	0.47 %
	22	221	Radar and Air Traffic Control	0.81 %
		222	Radar	1.46 %
	23	230	Air Traffic Control	1.04 %
		231	Signal Intelligence/Electronic Warfare	0.42 %
		232	Signal Intelligence/Electronic Warfare, Genera	0.38 %
		233	Intercept Operators (Code and Non-Code)	0.38 %
	24	242	Analysis	0.11 %
	26	260	Electronic Countermeasures	1.46 %
		260	Intelligence	1.46 %
			Image Interpretation	0.57 %
			Communications Center Operations	0.57 %
			Communications Center Operations, General	0.57 %
3	30	300	Health Care Specialists	8.27 %
		301	Medical Care	6.25 %
		303	Medical Care and Treatment, General	5.60 %
	31	311	Surgery	0.57 %
		313	Therapy	0.08 %
			Ancillary Medical Support	0.85 %
			Biomedical Laboratory Services	0.64 %
			Radiology	0.21 %
	32	322	Biomedical Sciences and Allied Health	0.29 %
		323	Environmental Health Services	0.04 %
		326	Ophthalmology/Optometry	0.11 %
	33	330	Biomedical Equipment Maintenance & Repair	0.14 %
			Dental Care	0.88 %
			Dental Care, General	0.85 %

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C

220

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
			Dental Laboratory	0.02 %
4	40	400	Other Technical and Allied Specialists	2.25 %
			Photography	0.40 %
	41	414	Photography, General	0.40 %
			Mapping, Surveying, Drafting, and Illustrating	0.14 %
			Illustrating	0.14 %
	42	420	Weather, General	0.45 %
			Ordnance Disposal and Diving	0.45 %
	43	431	EOD/UDT	0.85 %
		433	Divers	0.19 %
			Technical Specialists, N.E.C.	0.66 %
	49	491	Physical Science Laboratory	0.41 %
		493	Safety	0.08 %
		494	Nuclear, Biological, and Chem. Warfare Special	0.28 %
				0.06 %
5	50	500	Functional Support and Administration	20.17 %
		501	Personnel, General	3.55 %
			Recruiting and Counseling	1.15 %
	51	510	Administration	2.40 %
		512	Administration, General	5.07 %
			Legal	4.90 %
	52	521	Clerical/Personnel	0.17 %
			First Sergeants, Sergeants Major, & Leading Ch	0.05 %
	53	531	Data Processing	0.05 %
		532	Operators/Analysts	1.22 %
			Programmers	1.07 %
	54	542	Accounting, Finance and Disbursing	0.15 %
			Disbursing	0.24 %
	55	551	Other Functional Support	0.05 %
			Supply Administration	9.61 %
		552	Unit Supply	7.45 %
		553	Transportation	0.04 %
		554	Postal	0.70 %
				0.63 %

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C

221

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
			Aviation Maintenance Records and Reports	0.75 %
			Functional Analysis	0.04 %
			Religious, Morale and Welfare	0.23 %
			Chaplain's Assistants	0.23 %
			Information and Education	0.19 %
			Information and Education, General	0.19 %
			Electrical/Mechanical Equipment Repairers	20.05 %
			Aircraft and Aircraft Related	7.42 %
			Aircraft, General	2.73 %
			Aircraft Engines	1.00 %
			Aircraft Accessories	1.59 %
			Aircraft Structures	1.13 %
			Aircraft Launch Equipment	0.98 %
			Automotive	2.72 %
			Automotive, General	0.06 %
			Construction Equipment	2.66 %
			Wire Communications	0.69 %
			Linemen	0.07 %
			Interior Communications	0.62 %
			Armament and Munitions	0.93 %
			Nuclear Weapons Maintenance and Assembly	0.21 %
			Aviation Ordnance	0.57 %
			Mines and Degaussing	0.15 %
			Shipboard Propulsion	5.04 %
			Main Propulsion	2.75 %
			Auxiliaries	2.28 %
			Power Generating Equipment	2.30 %
			Nuclear Power	0.36 %
			Electric Power	1.94 %
			Precision Equipment	0.50 %
			Precision Equipment, General	0.50 %
			Other Mechanical and Electrical Equipment	0.45 %
			Other Mechanical and Electrical Equipment, Gen	0.45 %
			Craftworkers	16.40 %

U.S. Department of Defense Service-Wide Occupations and Codes

222

Appendix C

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
70	701	Metalworking	0.86 %	
	702	Welding	0.24 %	
		Machinists	0.62 %	
71	710	Construction	9.93 %	
	711	Construction, General	5.55 %	
	713	Steelworking	0.84 %	
		Construction Equipment Operation	3.53 %	
72	720	Utilities	3.17 %	
	721	Utilities, General	2.01 %	
		Electricians	1.17 %	
74	740	Lithography	0.07 %	
		Lithography, General	0.07 %	
79	790	Other Craftworkers, N.E.C.	2.37 %	
		Other Craftworkers, N.E.C., General	2.37 %	
8		Service and Supply Handlers	3.07 %	
	80	Food Service	2.36 %	
		Food Service, General	2.28 %	
	801	Stewards and Enlisted Aides	0.07 %	
82	823	Material Receipt, Storage and Issue	0.30 %	
		Sales Store	0.30 %	
83	830	Law Enforcement	0.20 %	
		Law Enforcement, General	0.20 %	
84	840	Personal Service	0.07 %	
		Laundry and Personal Service, General	0.07 %	
86	860	Forward Area Equipment Support	0.15 %	
		Forward Area Equipment Support, General	0.15 %	
9		Non-Occupational	0.70 %	
	95	Not Occupationally Qualified	0.70 %	
		Not Occupationally Qualified, General	0.70 %	
	950	Missing/Invalid Code	0.05 %	

Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
1	101	General Officers and Executives, N.E.C.	0.26 %
	102	General and Flag Executives, N.E.C.	0.22 %
			0.03 %
2	201	Tactical Operations Officers Fixed-Wing Fighter and Bomber Pilots	34.97 %
	203	Helicopter Pilots	0.11 %
	204	Aircraft Crews	11.85 %
	205	Ground and Naval Arms	4.90 %
	207	Operations Staff	17.86 %
			0.25 %
3	301	Intelligence Officers Intelligence, General	14.44 %
	302	Communications Intelligence	10.97 %
	303	Counterintelligence	3.42 %
			0.05 %
4	401	Engineering and Maintenance Officers Construction and Utilities	13.32 %
	402	Electrical/Electronic	4.67 %
	404	Aviation Maintenance and Allied	0.24 %
	405	Ordnance	3.73 %
	406	Missile Maintenance	0.03 %
	407	Ship Construction and Maintenance	0.36 %
	408	Ship Machinery	0.14 %
	414	Other	0.71 %
			3.45 %
5	501	Scientists and Professionals Physical Scientists	4.32 %
	506	Legal	0.48 %
	507	Chaplains	1.68 %
			2.16 %
6	601	Health Care Officers Physicians	15.10 %
	603	Dentists	3.88 %
	605	Nurses	1.81 %
	608	Biomedical Sciences and Allied Health Of	6.99 %
			1.20 %

U.S. Department of Defense Service-Wide Occupations and Codes

224

Appendix C

Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
	609	Health Services Administration Officers	1.22 %
7		Administrators	8.63 %
	701	Administrators, General	6.78 %
	704	Comptrollers and Fiscal	0.03 %
	705	Data Processing	0.03 %
	706	Pictorial	0.03 %
	707	Information	1.74 %
	708	Police	0.03 %
8		Supply, Procurement and Allied Officers	6.92 %
	803	Transportation	6.81 %
	805	Food Service	0.11 %
9		Non-Occupational Students	0.95 %
	902	Missing/Invalid Code	0.95 %
			1.08 %

Naval Reserve Officer

U.S. Department of Defense Service-Wide Occupations and Codes

225

Appendix C

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
0	01	010	Infantry, Gun Crews, and Seamanship Specialists	37.98 %
			Infantry, General	25.92 %
			Armor and Amphibious	25.92 %
			Armor and Amphibious, General	3.12 %
			Combat Engineering	3.12 %
			Combat Engineering, General	3.46 %
			Artillery/Gunney, Rockets, and Missiles	3.46 %
			Artillery and Gunnery	5.27 %
			Air Crew	5.27 %
			Air Crew, General	0.14 %
			Pilots and Navigators	0.08 %
			Installation Security	0.06 %
			Security Guards	0.06 %
			Electronic Equipment Repairers	4.09 %
			Radio/Radar	2.41 %
			Radio/Radar, General	0.33 %
			Communications Radio	1.17 %
			Navigation, Communication & Countermeasure, N.	0.29 %
			Air Traffic Control Radar	0.19 %
			Surveillance/Target Acquisition and Tracking R	0.42 %
			Missile Guidance, Control and Checkout	1.35 %
			Missile Guidance and Control	1.35 %
			ADP Computers	0.06 %
			ADP Computers, General	0.06 %
			Teletype and Cryptographic Equipment	0.06 %
			Teletype and Cryptographic Equipment, General	0.06 %
			Other Electronic Equipment	0.22 %
			Electronic Instruments, N.E.C.	0.22 %
			Communications and Intelligence Specialists	7.88 %
			Radio and Radio Code	5.79 %
			Radio Code	0.57 %
			Non-Code Radio	5.22 %
			Radar and Air Traffic Control	0.45 %
1	10	100		
		101		
		102		
		103		
		104		
		121		
		150		
		160		
		198		
2	20	201		
		202		

U.S. Department of Defense Service-Wide Occupations and Codes

226

Appendix C

Marine Corps Reserve
Enlisted

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
23	221	Radar		0.26 %
	222	Air Traffic Control		0.19 %
		Signal Intelligence/Electronic Warfare		0.15 %
	230	Signal Intelligence/Electronic Warfare, General		0.01 %
	231	Intercept Operators (Code and Non-Code)		0.10 %
	232	Analysis		0.04 %
24		Intelligence		0.90 %
	241	Language Interrogation/Interpretation		0.14 %
	242	Image Interpretation		0.14 %
	243	Operational Intelligence		0.61 %
	244	Counterintelligence		0.01 %
26	260	Communications Center Operations		0.59 %
		Communications Center Operations, General		0.59 %
3	30	Health Care Specialists		0.02 %
		Medical Care		0.02 %
	301	Surgery		0.02 %
4	40	Other Technical and Allied Specialists		1.45 %
		Photography		0.06 %
	400	Photography, General		0.06 %
	41	Mapping, Surveying, Drafting, and Illustrating		0.20 %
		Mapping		0.14 %
	411	Surveying		0.01 %
	412	Drafting		0.06 %
	413	Illustrating		0.01 %
	414	Weather		0.37 %
	42	Weather, General		0.37 %
	420	Technical Specialists, N.E.C.		0.82 %
49	494	Nuclear, Biological, and Chem. Warfare Special		0.35 %
	495	Firefighting and Damage Control		0.47 %
5	510	Functional Support and Administration		9.90 %
	512	Administration		2.71 %
		Administration, General		2.69 %
		Legal		0.02 %

U.S. Department of Defense Service-Wide Occupations and Codes

227

Appendix C

Occupational Area		Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
	52	520	Clerical/Personnel		2.37 %
		521	Combined Personnel and Administration, General		1.84 %
			First Sergeants, Sergeants Major, & Leading Ch		0.53 %
	53	531	Data Processing		0.15 %
		532	Operators/Analysts		0.02 %
			Programmers		0.13 %
	54	541	Accounting, Finance and Disbursing		0.20 %
		542	Auditing and Accounting		0.01 %
			Disbursing		0.19 %
	55	551	Other Functional Support		4.38 %
		553	Supply Administration		3.78 %
		555	Transportation		0.01 %
		556	Aviation Maintenance Records and Reports		0.42 %
	57	570	Flight Operations		0.17 %
			Information and Education		0.09 %
			Information and Education, General		0.09 %
	6	60	Electrical/Mechanical Equipment Repairers		12.83 %
		600	Aircraft and Aircraft Related		2.18 %
			Aircraft, General		1.09 %
		601	Aircraft Engines		0.26 %
		602	Aircraft Accessories		0.20 %
		603	Aircraft Structures		0.37 %
		604	Aircraft Launch Equipment		0.27 %
	61	610	Automotive		4.92 %
		611	Automotive, General		3.39 %
		612	Tracked Vehicles		0.88 %
	62	621	Construction Equipment		0.64 %
		623	Wire Communications		1.91 %
			Linemen		1.58 %
			Interior Communications		0.33 %
	64	640	Armament and Munitions		3.60 %
		641	Armament Maintenance, General		0.00 %
		642	Small Arms Repair		0.77 %
		645	Artillery Repair		0.17 %
			Ammunition Repair		2.20 %

U.S. Department of Defense Service-Wide Occupations and Codes

228

Appendix C

Marine Corps Reserve Enlisted				Weighted Percent
Occupational Area	Occupational Group	Occupational Subgroup	Occupation	
		646	Aviation Ordnance	0.45 %
		67	Precision Equipment	0.23 %
		670	Precision Equipment, General	0.23 %
		7	Craftworkers	2.79 %
			Metalworking	0.24 %
		70	Metalworking, General	0.22 %
		700		
		702	Machinists	0.01 %
		71	Construction	1.29 %
			Steelworking	0.16 %
		711	Construction Equipment Operation	1.13 %
		713		
			Utilities	1.13 %
		72	Utilities, General	0.26 %
		720		
		721	Electricians	0.87 %
		76	Fabric, Leather, and Rubber	0.14 %
		760	Fabric, Leather, and Rubber, General	0.14 %
		8	Service and Supply Handlers	17.96 %
			Food Service	1.76 %
		80	Food Service, General	1.76 %
		800		
			Motor Transport	6.41 %
		81	Motor Vehicle Operators	6.41 %
		811	Material Receipt, Storage and Issue	6.42 %
		82	Missile Fuel and Petroleum	2.94 %
		821		
		822	Warehousing and Equipment Handling	3.47 %
		823	Sales Store	0.01 %
		83	Law Enforcement	2.85 %
			Law Enforcement, General	2.85 %
		830		
		832	Investigations	0.00 %
		84	Personal Service	0.43 %
		840	Laundry and Personal Service, General	0.43 %
		86	Forward Area Equipment Support	0.09 %
		860	Forward Area Equipment Support, General	0.09 %
		9	Non-Occupational	5.10 %
		95	Not Occupationally Qualified	5.10 %

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C

229

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
Marine Corps Reserve Enlisted	950		Not Occupationally Qualified, General	5.10 %

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C

230

Marine Corps Reserve Officer			
Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
1	101	General Officers and Executives, N.E.C.	5.40 %
	102	General and Flag Executives, N.E.C.	0.15 %
			5.25 %
2	201	Tactical Operations Officers	46.83 %
	202	Fixed-Wing Fighter and Bomber Pilots	5.37 %
	203	Other Fixed-Wing Pilots	2.83 %
	204	Helicopter Pilots	8.65 %
	205	Aircraft Crews	0.77 %
	207	Ground and Naval Arms Operations Staff	23.34 %
			5.86 %
3		Intelligence Officers	5.81 %
	301	Intelligence, General	3.61 %
	302	Communications Intelligence	1.60 %
	303	Counterintelligence	0.61 %
4	401	Engineering and Maintenance Officers	10.96 %
	402	Construction and Utilities	0.64 %
	403	Electrical/Electronic Communications and Radar	0.62 %
	404	Aviation Maintenance and Allied	5.59 %
	405	Ordnance	1.27 %
	412	Automotive and Allied	0.99 %
	414	Other	1.78 %
			0.08 %
5	504	Scientists and Professionals	3.49 %
	506	Social Scientists	0.08 %
		Legal	3.41 %
7	701	Administrators	7.63 %
	704	Administrators, General	3.85 %
	705	Comptrollers and Fiscal	1.13 %
	707	Data Processing	1.43 %
	708	Information	0.40 %
		Police	0.83 %

U.S. Department of Defense Service-Wide Occupations and Codes

231

Appendix C

Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
8		Supply, Procurement and Allied Officers	12.09 %
		Logistics, General	3.19 %
	801	Supply	6.90 %
	802	Transportation	1.81 %
	803	Food Service	0.19 %
	805		
9		Non-Occupational	4.47 %
		Other	4.47 %
	905	Missing/Invalid Code	3.32 %

U.S. Department of Defense Service-Wide Occupations and Codes

232

Appendix C

Air National Guard
Enlisted

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
0	01	010	Infantry, Gun Crews, and Seamanship Specialists	6.44 %
		012	Infantry, General	0.46 %
		03	Military Training Instructor	0.08 %
		030	Combat Engineering	0.38 %
		05	Combat Engineering, General	0.04 %
		06	Air Crew	0.04 %
		063	Air Crew, General	1.58 %
		07	Seamanship	0.06 %
		070	Seamanship, General	0.06 %
			Installation Security	4.30 %
			Security Guards	4.30 %
1	10	101	Electronic Equipment Repairers	13.16 %
		102	Radio/Radar	8.72 %
		103	Communications Radio	3.72 %
		104	Navigation, Communication & Countermeasure, N.	4.20 %
		11	Air Traffic Control Radar	0.33 %
		12	Surveillance/Target Acquisition and Tracking R	0.47 %
		14	Fire Control Electronic Systems (Non-Missile)	0.26 %
		15	Airborne Fire Control	0.26 %
		16	Missile Guidance, Control and Checkout	0.03 %
		19	Missile Guidance and Control	0.03 %
		20	Nuclear Weapons Equipment	0.11 %
		201	Nuclear Weapons Equipment Repair, General	0.11 %
			ADP Computers	0.22 %
2	150	150	ADP Computers, General	0.22 %
	160	160	Teletype and Cryptographic Equipment	0.89 %
	191	191	Teletype and Cryptographic Equipment, General	0.89 %
	198	198	Other Electronic Equipment	2.93 %
			Training Devices	0.01 %
			Electronic Instruments, N.E.C.	2.92 %
			Communications and Intelligence Specialists	3.13 %
			Radio and Radio Code	0.91 %
			Radio Code	0.91 %

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C

233

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
22	221	Radar and Air Traffic Control	Radar	1.20 %
	222	Air Traffic Control	Air Traffic Control	0.82 %
23	232	Signal Intelligence/Electronic Warfare Analysis	Signal Intelligence/Electronic Warfare Analysis	0.38 %
24	242	Intelligence	Intelligence	0.07 %
	243	Image Interpretation	Image Interpretation	0.07 %
	250	Operational Intelligence	Operational Intelligence	0.34 %
3	300	Combat Operations Control	Combat Operations Control	0.09 %
	302	Combat Operations Control, General	Combat Operations Control, General	0.25 %
	303			0.62 %
	305			0.62 %
31	311	Health Care Specialists	Medical Care	3.60 %
	312	Medical Care	Medical Care and Treatment, General	1.69 %
	313	Behavioral Sciences	Behavioral Sciences	1.49 %
	322	Therapy	Therapy	0.04 %
	323	Aerospace and Underseas Medicine	Aerospace and Underseas Medicine	0.02 %
	326	Ancillary Medical Support	Ancillary Medical Support	0.15 %
33	330	Biomedical Laboratory Services	Biomedical Laboratory Services	0.45 %
	340	Pharmacy	Pharmacy	0.11 %
	341	Radiology	Radiology	0.15 %
	342	Biomedical Sciences and Allied Health	Biomedical Sciences and Allied Health	0.19 %
	343	Environmental Health Services	Environmental Health Services	0.39 %
	346	Ophthalmology/Optometry	Ophthalmology/Optometry	0.23 %
34	340	Biomedical Equipment Maintenance & Repair	Biomedical Equipment Maintenance & Repair	0.02 %
	341	Dental Care	Dental Care	0.14 %
	342	Dental Care, General	Dental Care, General	0.39 %
	343	Medical Administration and Logistics	Medical Administration and Logistics	0.67 %
	344	Medical Administration	Medical Administration	0.67 %
4	400	Other Technical and Allied Specialists	Photography	5.22 %
	412	Photography, General	Photography, General	0.43 %
	414	Mapping, Surveying, Drafting, and Illustrating	Mapping, Surveying, Drafting, and Illustrating	0.43 %
	414	Surveying	Surveying	0.66 %
	414	Illustrating	Illustrating	0.37 %
	414			0.30 %

Air National Guard
Enlisted

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
	42	420	Weather	0.33 %
	43	431	Weather, General Ordnance Disposal and Diving EOD/UDT	0.33 % 0.04 % 0.04 %
	45	450	Musicians	0.51 %
	49	493	Musicians, General Technical Specialists, N.E.C.	0.51 % 3.25 %
		494	Safety	0.33 %
		495	Nuclear, Biological, and Chem. Warfare Special Firefighting and Damage Control	0.54 % 2.39 %
5	50	500	Functional Support and Administration	20.88 %
		501	Personnel, General Recruiting and Counseling	2.31 % 2.21 %
	51	510	Administration	0.10 %
		512	Administration, General Legal	4.92 % 4.81 %
	52	521	Clerical/Personnel	0.11 %
		531	First Sergeants, Sergeants Major, & Leading Ch	0.55 %
	53	532	Data Processing Operators/Analysts	2.04 % 0.36 %
	54	541	Programmers	0.99 %
		542	Accounting, Finance and Disbursing Auditing and Accounting	1.69 % 0.53 %
	55	551	Disbursing	0.46 %
		552	Other Functional Support	8.85 %
		553	Supply Administration	4.45 %
		556	Unit Supply	0.04 %
		558	Transportation	2.90 %
	56	561	Flight Operations	0.39 %
		561	Functional Analysis	1.07 %
	57	570	Religious, Morale and Welfare Chaplain's Assistants Information and Education	0.03 % 0.03 % 1.19 % 1.19 %
			Information and Education, General	1.19 %

Appendix C

Air National Guard
Enlisted

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
6	60		Electrical/Mechanical Equipment Repairers	27.26 %
		600	Aircraft and Aircraft Related	17.66 %
		601	Aircraft, General	7.63 %
		602	Aircraft Engines	2.94 %
		603	Aircraft Accessories	6.06 %
	61		Aircraft Structures	1.03 %
			Automotive	1.23 %
		610	Automotive, General	0.96 %
		612	Construction Equipment	0.27 %
	62		Wire Communications	2.42 %
		621	Linemen	1.80 %
		622	Central Office	0.28 %
		623	Interior Communications	0.34 %
	63		Missile Mechanical and Electrical	0.04 %
		633	Missile Launch and Support Facilities	0.04 %
	64		Armament and Munitions	4.88 %
		645	Ammunition Repair	1.72 %
		646	Aviation Ordnance	3.16 %
	66		Power Generating Equipment	1.02 %
		662	Electric Power	1.02 %
	7		Craftworkers	11.50 %
			Metalworking	1.82 %
		700	Metalworking, General	0.84 %
		704	Metal Body Repair	0.98 %
	71		Construction	4.70 %
		710	Construction, General	4.64 %
		713	Construction Equipment Operation	0.06 %
	72		Utilities	3.95 %
		720	Utilities, General	2.56 %
		721	Electricians	1.39 %
	74		Lithography	0.06 %
		740	Lithography, General	0.06 %
	76		Fabric, Leather, and Rubber	0.97 %
		760	Fabric, Leather, and Rubber, General	0.97 %

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C

236

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
8	80		Service and Supply Handlers	7.99 %
			Food Service	2.52 %
81	800		Food Service, General	2.52 %
			Motor Transport	0.56 %
811			Motor Vehicle Operators	0.56 %
82			Material Receipt, Storage and Issue	2.92 %
	821		Missile Fuel and Petroleum	1.63 %
	822		Warehousing and Equipment Handling	1.27 %
	823		Sales Store	0.02 %
83			Law Enforcement	1.26 %
	830		Law Enforcement, General	1.26 %
86			Forward Area Equipment Support	0.73 %
	860		Forward Area Equipment Support, General	0.73 %
9			Non-Occupational	0.80 %
	95		Not Occupationally Qualified	0.80 %
			Not Occupationally Qualified, General	0.80 %
			Missing/Invalid Code	0.01 %

U.S. Department of Defense Service-Wide Occupations and Codes

237

Appendix C

Air National Guard Officer			
Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
1	101	General Officers and Executives, N.E.C. General and Flag	1.57 %
2	201	Tactical Operations Officers	36.42 %
	202	Fixed-Wing Fighter and Bomber Pilots	12.04 %
	203	Other Fixed-Wing Pilots	8.39 %
	204	Helicopter Pilots	0.23 %
	205	Aircraft Crews	4.83 %
	207	Ground and Naval Arms Operations Staff	0.63 % 10.31 %
3	301	Intelligence Officers Intelligence, General	1.95 %
4	401	Engineering and Maintenance Officers	16.23 %
	403	Construction and Utilities	4.30 %
	404	Communications and Radar Aviation Maintenance and Allied	5.31 % 6.62 %
5	502	Scientists and Professionals	4.19 %
	506	Meteorologists	0.57 %
	507	Legal Chaplains	1.86 % 1.76 %
6	601	Health Care Officers	13.81 %
	603	Physicians	3.20 %
	605	Dentists	0.84 %
	608	Nurses	6.04 %
	609	Biomedical Sciences and Allied Health Of Health Services Administration Officers	1.76 % 1.97 %
7	701	Administrators	16.58 %
	702	Administrators, General	3.94 %
	703	Training Administrators	0.83 %
	704	Manpower and Personnel Comptrollers and Fiscal	5.07 % 2.10 %

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C

238

Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
		Information	1.49 %
		Police	0.67 %
		Morale and Welfare	2.47 %
8	801	Supply, Procurement and Allied Officers	7.54 %
	802	Logistics, General	1.20 %
	803	Supply	3.15 %
	807	Transportation	2.47 %
		Other	0.72 %
9	902	Non-Occupational	0.90 %
	905	Students	0.82 %
		Other	0.08 %
		Missing/Invalid Code	0.81 %

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C

239

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
0	01	012	Infantry, Gun Crews, and Seamanship Specialists Infantry	8.86 % 0.80 %
	03	030	Military Training Instructor	0.80 %
	05	050	Combat Engineering	0.05 %
	07	070	Combat Engineering, General Air Crew	0.05 % 4.61 %
	1	10	Air Crew, General Installation Security Security Guards	4.61 % 3.39 % 3.39 %
			Electronic Equipment Repairers	4.90 %
			Radio/Radar	3.43 %
			Communications Radio	0.40 %
			Navigation, Communication & Countermeasure, N.	2.98 %
			Surveillance/Target Acquisition and Tracking R	0.05 %
			Fire Control Electronic Systems (Non-Missile)	0.22 %
		11	Bomb Navigation	0.11 %
		111	Airborne Fire Control	0.12 %
		112	Nuclear Weapons Equipment	0.04 %
		14	Nuclear Weapons Equipment Repair, General	0.04 %
		140	Teletype and Cryptographic Equipment	0.22 %
		16	Teletype and Cryptographic Equipment, General	0.22 %
		160	Other Electronic Equipment	0.99 %
		19	Electronic Instruments, N.E.C.	0.99 %
		198		
		2	Communications and Intelligence Specialists	3.51 %
		20	Radio and Radio Code	0.81 %
		201	Radio Code	0.81 %
		22	Radar and Air Traffic Control	0.23 %
		221	Radar	0.03 %
		222	Air Traffic Control	0.20 %
		23	Signal Intelligence/Electronic Warfare	1.24 %
		231	Intercept Operators (Code and Non-Code)	0.15 %
		232	Analysis	0.65 %
		233	Electronic Countermeasures	0.44 %
		24	Intelligence	0.88 %

U.S. Department of Defense Service-Wide Occupations and Codes

240

Appendix C

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
		241	Language Interrogation/Interpretation	0.03 %
		242	Image Interpretation	0.22 %
		243	Operational Intelligence	0.64 %
	25	250	Combat Operations Control	0.35 %
			Combat Operations Control, General	0.35 %
				10.51 %
		3	Health Care Specialists	6.08 %
			Medical Care	5.88 %
		30	Medical Care and Treatment, General	0.08 %
			Surgery	0.03 %
		300	Behavioral Sciences	0.03 %
			Therapy	0.03 %
		301	Aerospace and Overseas Medicine	0.06 %
			Ancillary Medical Support	0.92 %
		302	Biomedical Laboratory Services	0.53 %
			Pharmacy	0.18 %
		303	Radiology	0.21 %
			Biomedical Sciences and Allied Health	1.36 %
		31	Environmental Health Services	0.64 %
			Physiology	0.06 %
		311	Diet Therapy	0.49 %
			Biomedical Equipment Maintenance & Repair	0.17 %
		312	Dental Care	0.24 %
			Dental Care, General	0.24 %
		313	Medical Administration and Logistics	1.91 %
			Medical Administration	1.91 %
				3.95 %
		32	Other Technical and Allied Specialists	0.02 %
			Photography	0.02 %
			Photography, General	0.02 %
		33	Mapping, Surveying, Drafting, and Illustrating	0.86 %
			Surveying	0.75 %
		34	Illustrating	0.11 %
			Weather	0.21 %
		35	Weather, General	0.21 %
			Ordnance Disposal and Diving	0.01 %

U.S. Department of Defense Service-Wide Occupations and Codes

241

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
49	431	EOD/UDT	0.01 %	
		Technical Specialists, N.E.C.	2.85 %	
493		Safety	0.08 %	
494		Nuclear, Biological, and Chem. Warfare Special	0.15 %	
495		Firefighting and Damage Control	2.62 %	
5		Functional Support and Administration	26.88 %	
50	500	Personnel, General	2.02 %	
	501	Recruiting and Counseling	1.84 %	
51	510	Administration, General	0.18 %	
	512	Legal	3.83 %	
52	521	Clerical/Personnel	3.72 %	
		First Sergeants, Sergeants Major, & Leading Ch	0.11 %	
53	531	Data Processing	0.47 %	
	532	Programmers	0.47 %	
54	541	Operators/Analysts	0.80 %	
	542	Accounting, Finance and Disbursing	0.74 %	
55	551	Auditing and Accounting	0.07 %	
		Disbursing	0.31 %	
		Other Functional Support	0.31 %	
		Supply Administration	0.01 %	
	553	Transportation	18.24 %	
	556	Flight Operations	2.62 %	
	558	Functional Analysis	14.68 %	
56	561	Religious, Morale and Welfare	0.40 %	
		Chaplain's Assistants	0.54 %	
57	570	Information and Education	0.13 %	
		Information and Education, General	0.13 %	
6	600	Electrical/Mechanical Equipment Repairers	0.13 %	
	601	Aircraft and Aircraft Related	19.57 %	
	602	Aircraft, General	7.89 %	
		Aircraft Engines	4.09 %	
		Aircraft Accessories	5.17 %	

U.S. Department of Defense Service-Wide Occupations and Codes

242

**Air Force Reserve
Enlisted**

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
		603	Aircraft Structures	2.41 %
61	610	Automotive	Automotive, General	0.68 %
	612	Construction Equipment	Construction Equipment	0.46 %
		Wire Communications	Wire Communications	0.21 %
62	622	Central Office	Central Office	0.31 %
		Interior Communications	Interior Communications	0.10 %
	623	Missile Mechanical and Electrical	Missile Mechanical and Electrical	0.21 %
		Missile Launch and Support Facilities	Missile Launch and Support Facilities	0.06 %
		Armament and Munitions	Armament and Munitions	0.06 %
63	633	Missile Launch and Support Facilities	Missile Launch and Support Facilities	2.50 %
		Interior Communications	Interior Communications	0.06 %
	645	Missile Mechanical and Electrical	Missile Mechanical and Electrical	1.73 %
64	646	Armament and Munitions	Armament and Munitions	0.77 %
		Missile Launch and Support Facilities	Missile Launch and Support Facilities	0.63 %
	662	Power Generating Equipment	Power Generating Equipment	0.63 %
		Electric Power	Electric Power	0.63 %
7	70	Craftworkers	Craftworkers	10.59 %
		Metalworking	Metalworking	0.46 %
	700	Metalworking, General	Metalworking, General	0.33 %
	704	Metal Body Repair	Metal Body Repair	0.13 %
71	710	Construction	Construction	4.46 %
		Construction, General	Construction, General	4.46 %
72	720	Utilities	Utilities	5.00 %
	721	Utilities, General	Utilities, General	3.06 %
76	760	Electricians	Electricians	1.94 %
		Fabric, Leather, and Rubber	Fabric, Leather, and Rubber	0.68 %
		Fabric, Leather, and Rubber, General	Fabric, Leather, and Rubber, General	0.68 %
8	80	Service and Supply Handlers	Service and Supply Handlers	6.51 %
		Food Service	Food Service	1.38 %
	800	Food Service, General	Food Service, General	1.37 %
	801	Stewards and Enlisted Aides	Stewards and Enlisted Aides	0.01 %
81	811	Motor Transport	Motor Transport	0.54 %
		Motor Vehicle Operators	Motor Vehicle Operators	0.54 %
82	821	Material Receipt, Storage and Issue	Material Receipt, Storage and Issue	1.71 %
		Missile Fuel and Petroleum	Missile Fuel and Petroleum	0.47 %
	822	Warehousing and Equipment Handling	Warehousing and Equipment Handling	1.24 %

U.S. Department of Defense Service-Wide Occupations and Codes

Appendix C

243

Air Force Reserve Enlisted			
Occupational Area	Occupational Group	Occupational Subgroup	Occupation
			Weighted Percent
83	830	Law Enforcement	2.51 %
	832	Law Enforcement, General	2.04 %
		Investigations	0.47 %
86	860	Forward Area Equipment Support	0.38 %
		Forward Area Equipment Support, General	0.38 %
9	95	Non-Occupational	0.55 %
	950	Not Occupationally Qualified	0.55 %
		Not Occupationally Qualified, General	0.55 %

Appendix C

Air Force Reserve Officer			
Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
1	101	General Officers and Executives, N.E.C. General and Flag	0.43 % 0.43 %
2	201 202 203 204 206 207	Tactical Operations Officers Fixed-Wing Fighter and Bomber Pilots Other Fixed-Wing Pilots Helicopter Pilots Aircraft Crews Missiles Operations Staff	25.22 % 2.78 % 12.99 % 0.52 % 2.17 % 0.18 % 6.57 %
3	301 303	Intelligence Officers Intelligence, General Counterintelligence	10.06 % 8.50 % 1.55 %
4	401 402 403 404 405 406	Engineering and Maintenance Officers Construction and Utilities Electrical/Electronic Communications and Radar Aviation Maintenance and Allied Ordnance Missile Maintenance	17.25 % 5.23 % 3.09 % 1.96 % 6.93 % 0.02 % 0.02 %
5	501 502 504 505 506 507 512	Scientists and Professionals Physical Scientists Meteorologists Social Scientists Psychologists Legal Chaplains Research and Development Coordinators	5.37 % 0.88 % 0.52 % 0.17 % 0.02 % 1.06 % 0.87 % 1.86 %
6	601 603 605	Health Care Officers Physicians Dentists Nurses	19.28 % 2.63 % 0.87 % 12.58 %

U.S. Department of Defense Service-Wide Occupations and Codes

245

Appendix C

Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
		Biomedical Sciences and Allied Health Of	0.95 %
		Health Services Administration Officers	2.25 %
7	701	Administrators	8.81 %
	702	Administrators, General	1.64 %
	703	Training Administrators	0.08 %
	704	Manpower and Personnel	1.77 %
	706	Comptrollers and Fiscal	1.04 %
	707	Pictorial	0.26 %
	708	Information	1.93 %
	714	Police	1.36 %
		Morale and Welfare	0.74 %
8	801	Supply, Procurement and Allied Officers	12.92 %
	802	Logistics, General	1.73 %
	803	Supply	2.32 %
	804	Transportation	3.38 %
	807	Procurement and Production	5.27 %
		Other	0.24 %
		Missing/ Invalid Code	0.66 %

U.S. Department of Defense Service-Wide Occupations and Codes

246

Appendix C

Coast Guard Reserve
Enlisted

Occupational Area	Occupational Group	Occupational Subgroup	Occupation	Weighted Percent
0	01		Infantry, Gun Crews, and Seamanship Specialists	0.40 %
		010	Infantry, General	0.40 %
			Infantry	0.40 %
7	71		Craftworkers	0.31 %
		710	Construction	0.31 %
			Construction, General	0.31 %
8	83		Service and Supply Handlers	0.23 %
		830	Law Enforcement	0.23 %
			Law Enforcement, General	0.23 %
			Missing/Invalid Code	99.06 %

U.S. Department of Defense Service-Wide Occupations and Codes

247

Appendix C

Occupational Area	Occupational Subgroup	Occupation	Weighted Percent
Coast Guard Reserve Officer	Missing/Invalid Code	100.00	%

APPENDIX D

**Bureau of the Census Civilian Industry
and Occupational Groupings**

Bureau of the Census Civilian Industry and Occupational Groupings

This appendix presents an index of civilian industries and occupations following the 1990 Census of Population. The appendix is divided into two parts; the first covers industries and the second, occupations. The industry classification consists of 236 categories arranged into 13 major groups. The occupational classification has 501 separate categories arranged into 6 summary and 13 major groups.

1990 INDUSTRIAL CLASSIFICATION SYSTEM

Industry Code	Industry Category
AGRICULTURE, FORESTRY, AND FISHERIES	
010	Agricultural production, crops
011	Agricultural production, livestock
012	Veterinary services
020	Landscape and horticultural services
030	Agricultural services, n.e.c.
031	Forestry
032	Fishing, hunting, and trapping
MINING	
040	Metal mining
041	Coal mining
042	Oil and gas extraction
050	Nonmetallic mining and quarrying, except fuels
060	CONSTRUCTION
MANUFACTURING	
Nondurable Goods	
Food and kindred products	
100	Meat products
101	Dairy products
102	Canned, frozen, and preserved fruits and vegetables
110	Grain mill products
111	Bakery products
112	Sugar and confectionery products
120	Beverage industries
121	Miscellaneous food preparations and kindred products
122	Not specified food industries
130	Tobacco manufactures

Note: n.e.c. means "not elsewhere classified."

1990 INDUSTRIAL CLASSIFICATION SYSTEM

Code	Industry Category
	Textile mill products
132	Knitting mills
140	Dyeing and finishing textiles, except wool and knit goods
141	Carpets and rugs
142	Yarn, thread, and fabric mills
150	Miscellaneous textile mill products
	Apparel and other finished textile products
151	Apparel and accessories, except knit
152	Miscellaneous fabricated textile products
	Paper and allied products
160	Pulp, paper, and paperboard mills
161	Miscellaneous paper and pulp products
162	Paperboard containers and boxes
	Printing, publishing, and allied industries
171	Newspaper publishing and printing
172	Printing, publishing, and allied industries, except newspapers
	Chemicals and allied products
180	Plastics, synthetics, and resins
181	Drugs
182	Soaps and cosmetics
190	Paints, varnishes, and related products
191	Agricultural chemicals
192	Industrial and miscellaneous chemicals
	Petroleum and coal products
200	Petroleum refining
201	Miscellaneous petroleum and coal products
	Rubber and miscellaneous plastics products
210	Tires and inner tubes
211	Other rubber products, and plastics footwear and belting
212	Miscellaneous plastics products
	Leather and leather products
220	Leather tanning and finishing
221	Footwear, except rubber and plastic
222	Leather products, except footwear

Durable Goods

	Lumber and wood products, except furniture
230	Logging
231	Sawmills, planing mills, and millwork
232	Wood buildings and mobile homes
241	Miscellaneous wood products
242	Furniture and fixtures

1990 INDUSTRIAL CLASSIFICATION SYSTEM

Code	Industry Category
	Stone, clay, glass, and concrete products
250	Glass and glass products
251	Cement, concrete, gypsum, and plaster products
252	Structural clay products
261	Pottery and related products
262	Miscellaneous nonmetallic mineral and stone products
	Metal industries
270	Blast furnaces, steelworks, rolling and finishing mills
271	Iron and steel foundries
272	Primary aluminum industries
280	Other primary metal industries
281	Cutlery, handtools, and general hardware
282	Fabricated structural metal products
290	Screw machine products
291	Metal forgings and stampings
292	Ordnance
300	Miscellaneous fabricated metal products
301	Not specified metal industries
	Machinery and computing equipment
310	Engines and turbines
311	Farm machinery and equipment
312	Construction and material handling machines
320	Metalworking machinery
321	Office and accounting machines
322	Computers and related equipment
331	Machinery, except electrical, n.e.c.
332	Not specified machinery
	Electrical machinery, equipment, and supplies
340	Household appliances
341	Radio, TV, and communication equipment
342	Electrical machinery, equipment, and supplies, n.e.c.
350	Not specified electrical machinery, equipment, and supplies
	Transportation equipment
351	Motor vehicles and motor vehicle equipment
352	Aircraft and parts
360	Ship and boat building and repairing
361	Railroad locomotives and equipment
362	Guided missiles, space vehicles and parts
370	Cycles and miscellaneous transportation equipment

1990 INDUSTRIAL CLASSIFICATION SYSTEM

Code	Industry Category
	Professional and photographic equipment, and watches
371	Scientific and controlling instruments
372	Medical, dental, and optical instruments and supplies
380	Photographic equipment and supplies
381	Watches, clocks, and clockwork operated devices
390	Toys, amusement, and sporting goods
391	Miscellaneous manufacturing industries
392	Not specified manufacturing industries

TRANSPORTATION, COMMUNICATIONS, AND OTHER PUBLIC UTILITIES

	Transportation
400	Railroads
401	Bus service and urban transit
402	Taxicab service
410	Trucking service
411	Warehousing and storage
412	U.S. Postal service
420	Water transportation
421	Air transportation
422	Pipe lines, except natural gas
432	Services incidental to transportation
	Communications
440	Radio and television broadcasting and cable
441	Telephone communications
442	Telegraph and miscellaneous communication services
	Utilities and sanitary services
450	Electric light and power
451	Gas and steam supply systems
452	Electric and gas, and other combinations
470	Water supply and irrigation
471	Sanitary services
472	Not specified utilities

WHOLESALE TRADE

Durable Goods

500	Motor vehicles and equipment
501	Furniture and home furnishings
502	Lumber and construction materials
510	Professional and commercial equipment and supplies
511	Metals and minerals, except petroleum
512	Electrical goods
521	Hardware, plumbing and heating supplies
530	Machinery, equipment, and supplies
531	Scrap and waste materials
532	Miscellaneous wholesale, durable goods

1990 INDUSTRIAL CLASSIFICATION SYSTEM

Code	Industry Category
Nondurable Goods	
540	Paper and paper products
541	Drugs, chemicals, and allied products
542	Apparel, fabrics, and notions
550	Groceries and related products
551	Farm-product raw materials
552	Petroleum products
560	Alcoholic beverages
561	Farm supplies
562	Miscellaneous wholesale, nondurable goods
571	Not specified wholesale trade
RETAIL TRADE	
580	Lumber and building material retailing
581	Hardware stores
582	Retail nurseries and garden stores
590	Mobile home dealers
591	Department stores
592	Variety stores
600	Miscellaneous general merchandise stores
601	Grocery stores
602	Dairy products stores
610	Retail bakeries
611	Food stores, n.e.c.
612	Motor vehicle dealers
620	Auto and home supply stores
621	Gasoline service stations
622	Miscellaneous vehicle dealers
623	Apparel and accessory stores, except shoe
630	Shoe stores
631	Furniture and home furnishings stores
632	Household appliance stores
633	Radio, TV, and computer stores
640	Music stores
641	Eating and drinking places
642	Drug stores
650	Liquor stores
651	Sporting goods, bicycles, and hobby stores
652	Book and stationery stores
660	Jewelry stores
661	Gift, novelty, and souvenir shops
662	Sewing, needlework, and piece goods stores
663	Catalog and mail order houses
670	Vending machine operators
671	Direct selling establishments
672	Fuel dealers
681	Retail florists
682	Miscellaneous retail stores
691	Not specified retail trade

1990 INDUSTRIAL CLASSIFICATION SYSTEM

Code	Industry Category
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FINANCE, INSURANCE, AND REAL ESTATE

- 700 Banking
- 701 Savings institutions, including credit unions
- 702 Credit agencies, n.e.c.
- 710 Security, commodity brokerage, and investment companies
- 711 Insurance
- 712 Real estate, including real estate-insurance offices

BUSINESS AND REPAIR SERVICES

- 721 Advertising
- 722 Services to dwellings and other buildings
- 731 Personnel supply services
- 732 Computer and data processing services
- 740 Detective and protective services
- 741 Business services, n.e.c.
- 742 Automotive rental and leasing, without drivers
- 750 Automobile parking and carwashes
- 751 Automotive repair and related services
- 752 Electrical repair shops
- 760 Miscellaneous repair services

PERSONAL SERVICES

- 761 Private households
- 762 Hotels and motels
- 770 Lodging places, except hotels and motels
- 771 Laundry, cleaning, and garment services
- 772 Beauty shops
- 780 Barber shops
- 781 Funeral service and crematories
- 782 Shoe repair shops
- 790 Dressmaking shops
- 791 Miscellaneous personal services

ENTERTAINMENT AND RECREATION SERVICES

- 800 Theaters and motion pictures
- 801 Video tape rental
- 802 Bowling centers
- 810 Miscellaneous entertainment and recreation services

1990 INDUSTRIAL CLASSIFICATION SYSTEM

Code	Industry Category
PROFESSIONAL AND RELATED SERVICES	
812	Offices and clinics of physicians
820	Offices and clinics of dentists
821	Offices and clinics of chiropractors
822	Offices and clinics of optometrists
830	Offices and clinics of health practitioners, n.e.c.
831	Hospitals
832	Nursing and personal care facilities
840	Health services, n.e.c.
841	Legal services
842	Elementary and secondary schools
850	Colleges and universities
851	Vocational schools
852	Libraries
860	Educational services, n.e.c.
861	Job training and vocational rehabilitation services
862	Child day care services
863	Family child care homes
870	Residential care facilities, without nursing
871	Social services, n.e.c.
872	Museums, art galleries, and zoos
873	Labor unions
880	Religious organizations
881	Membership organizations, n.e.c.
882	Engineering, architectural, and surveying services
890	Accounting, auditing, and bookkeeping services
891	Research, development, and testing services
892	Management and public relations services
893	Miscellaneous professional and related services
PUBLIC ADMINISTRATION	
900	Executive and legislative offices
901	General government, n.e.c.
910	Justice, public order, and safety
921	Public finance, taxation, and monetary policy
922	Administration of human resources programs
930	Administration of environmental quality and housing programs
931	Administration of economic programs
932	National security and international affairs

1990 INDUSTRIAL CLASSIFICATION SYSTEM

Code	Industry Category
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ACTIVE DUTY MILITARY

Armed Forces

- | | |
|-----|-------------------------------------|
| 940 | Army |
| 941 | Air Force |
| 942 | Navy |
| 950 | Marines |
| 951 | Coast Guard |
| 952 | Armed Forces, Branch not specified |
| 960 | Military Reserves or National Guard |

EXPERIENCED UNEMPLOYED NOT CLASSIFIED BY INDUSTRY

- | | |
|-----|-----------------------------|
| 992 | Last worked 1984 or earlier |
|-----|-----------------------------|

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
MANAGERIAL AND PROFESSIONAL SPECIALTY OCCUPATIONS	
Executive, Administrative, and Managerial Occupations	
003	Legislators
004	Chief executives and general administrators, public administration
005	Administrators and officials, public administration
006	Administrators, protective services
007	Financial managers
008	Personnel and labor relations managers
009	Purchasing managers
013	Managers, marketing, advertising, and public relations
014	Administrators, education and related fields
015	Managers, medicine and health
016	Postmasters and mail superintendents
017	Managers, food serving and lodging establishments
018	Managers, properties and real estate
019	Funeral directors
021	Managers, service organizations, n.e.c.
022	Managers and administrators, n.e.c.
Management Related Occupations	
023	Accountants and auditors
024	Underwriters
025	Other financial officers
026	Management analysts
027	Personnel, training, and labor relations specialists
028	Purchasing agents and buyers, farm products
029	Buyers, wholesale and retail trade except farm products
033	Purchasing agents and buyers, n.e.c.
034	Business and promotion agents
035	Construction inspectors
036	Inspectors and compliance officers, except construction
037	Management related occupations, n.e.c.
Professional Specialty Occupations	
Engineers, Architects, and Surveyors	
043	Architects
Engineers	
044	Aerospace
045	Metallurgical and materials
046	Mining
047	Petroleum
048	Chemical
049	Nuclear
053	Civil
054	Agricultural
055	Electrical and electronic

Note: n.e.c. means "not elsewhere classified."

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
	Engineers (Cont'd.)
056	Industrial engineers
057	Mechanical engineers
058	Marine engineers and naval architects
059	Engineers, n.e.c.
063	Surveyors and mapping scientists
	Mathematical and Computer Scientists
064	Computer systems analysts and scientists
065	Operations and systems researchers and analysts
066	Actuaries
067	Statisticians
068	Mathematical scientists, n.e.c.
	Natural Scientists
069	Physicists and astronomers
073	Chemists, except biochemists
074	Atmospheric and space scientists
075	Geologists and geodesists
076	Physical scientists, n.e.c.
077	Agricultural and food scientists
078	Biological and life scientists
079	Forestry and conservation scientists
083	Medical scientists
	Health Diagnosing Occupations
084	Physicians
085	Dentists
086	Veterinarians
087	Optometrists
088	Podiatrists
089	Health diagnosing practitioners, n.e.c.
	Health Assessment and Treating Occupations
095	Registered nurses
096	Pharmacists
097	Dietitians
	Therapists
098	Respiratory therapists
099	Occupational therapists
103	Physical therapists
104	Speech therapists
105	Therapists, n.e.c.
106	Physicians' assistants
	Teachers, Postsecondary
113	Earth, environmental, and marine science teachers
114	Biological science teachers
115	Chemistry teachers
116	Physics teachers
117	Natural science teachers, n.e.c.
118	Psychology teachers

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
Teachers, Postsecondary (Cont'd.)	
119	Economics teachers
123	History teachers
124	Political science teachers
125	Sociology teachers
126	Social science teachers, n.e.c.
127	Engineering teachers
128	Mathematical science teachers
129	Computer science teachers
133	Medical science teachers
134	Health specialties teachers
135	Business, commerce, and marketing teachers
136	Agriculture and forestry teachers
137	Art, drama, and music teachers
138	Physical education teachers
139	Education teachers
143	English teachers
144	Foreign language teachers
145	Law teachers
146	Social work teachers
147	Theology teachers
148	Trade and industrial teachers
149	Home economics teachers
153	Teachers, postsecondary, n.e.c.
154	Postsecondary teachers, subject not specified
Teachers, Except Postsecondary	
155	Teachers, prekindergarten and kindergarten
156	Teachers, elementary school
157	Teachers, secondary school
158	Teachers, special education
159	Teachers, n.e.c.
163	Counselors, educational and vocational
Librarians, Archivists, and Curators	
164	Librarians
165	Archivists and curators
Social Scientists and Urban Planners	
166	Economists
167	Psychologists
168	Sociologists
169	Social scientists, n.e.c.
173	Urban planners
Social, Recreation, and Religious Workers	
174	Social workers
175	Recreation workers
176	Clergy
177	Religious workers, n.e.c.

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
	Lawyers and Judges
178	Lawyers
179	Judges
	Writers, Artists, Entertainers, and Athletes
183	Authors
184	Technical writers
185	Designers
186	Musicians and composers
187	Actors and directors
188	Painters, sculptors, craft-artists, and artist printmakers
189	Photographers
193	Dancers
194	Artists, performers, and related workers, n.e.c.
195	Editors and reporters
197	Public relations specialists
198	Announcers
199	Athletes

TECHNICAL, SALES, AND ADMINISTRATIVE SUPPORT OCCUPATIONS

Technicians and Related Support Occupations

	Health Technologists and Technicians
203	Clinical laboratory technologists and technicians
204	Dental hygienists
205	Health record technologists and technicians
206	Radiologic technicians
207	Licensed practical nurses
208	Health technologists and technicians, n.e.c.
	Technologists and Technicians, Except Health Engineering and Related Technologists and Technicians
213	Electrical and electronic technicians
214	Industrial engineering technicians
215	Mechanical engineering technicians
216	Engineering technicians, n.e.c.
217	Drafting occupations
218	Surveying and mapping technicians
	Science Technicians
223	Biological technicians
224	Chemical technicians
225	Science technicians, n.e.c.
	Technicians; Except Health, Engineering, and Science
226	Airplane pilots and navigators
227	Air traffic controllers
228	Broadcast equipment operators
229	Computer programmers
233	Tool programmers, numerical control
234	Legal assistants
235	Technicians, n.e.c.

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
Sales Occupations	
243	Supervisors and proprietors, sales occupations
	Sales Representatives, Finance and Business Services
253	Insurance sales occupations
254	Real estate sales occupations
255	Securities and financial services sales occupations
256	Advertising and related sales occupations
257	Sales occupations, other business services
	Sales Representatives, Commodities Except Retail
258	Sales engineers
259	Sales representatives, mining, manufacturing, and wholesale
	Sales Workers, Retail and Personal Services
263	Sales workers, motor vehicles and boats
264	Sales workers, apparel
265	Sales workers, shoes
266	Sales workers, furniture and home furnishings
267	Sales workers; radio, TV, hi-fi, and appliances
268	Sales workers, hardware and building supplies
269	Sales workers, parts
274	Sales workers, other commodities
275	Sales counter clerks
276	Cashiers
277	Street and door-to-door sales workers
278	News vendors
	Sales Related Occupations
283	Demonstrators, promoters and models, sales
284	Auctioneers
285	Sales support occupations, n.e.c.
Administrative Support Occupations, Including Clerical	
	Supervisors, Administrative Support Occupations
303	Supervisors, general office
304	Supervisors, computer equipment operators
305	Supervisors, financial records processing
306	Chief communications operators
307	Supervisors; distribution, scheduling, and adjusting clerks
	Computer Equipment Operators
308	Computer operators
309	Peripheral equipment operators
	Secretaries, Stenographers, and Typists
313	Secretaries
314	Stenographers
315	Typists

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
	Information Clerks
316	Interviewers
317	Hotel clerks
318	Transportation ticket and reservation agents
319	Receptionists
323	Information clerks, n.e.c.
	Records Processing Occupations, Except Financial
325	Classified-ad clerks
326	Correspondence clerks
327	Order clerks
328	Personnel clerks, except payroll and timekeeping
329	Library clerks
335	File clerks
336	Records clerks
	Financial Records Processing Occupations
337	Bookkeepers, accounting, and auditing clerks
338	Payroll and timekeeping clerks
339	Billing clerks
343	Cost and rate clerks
344	Billing, posting, and calculating machine operators
	Duplicating, Mail and Other Office Machine Operators
345	Duplicating machine operators
346	Mail preparing and paper handling machine operators
347	Office machine operators, n.e.c.
	Communications Equipment Operators
348	Telephone operators
353	Communications equipment operators, n.e.c.
	Mail and Message Distributing Occupations
354	Postal clerks, exc. mail carriers
355	Mail carriers, postal service
356	Mail clerks, exc. postal service
357	Messengers
	Material Recording, Scheduling, and Distributing Clerks
359	Dispatchers
363	Production coordinators
364	Traffic, shipping, and receiving clerks
365	Stock and inventory clerks
366	Meter readers
368	Weighers, measurers, checkers and samplers
373	Expeditors
374	Material recording, scheduling, and distributing clerks, n.e.c.
	Adjusters and Investigators
375	Insurance adjusters, examiners, and investigators
376	Investigators and adjusters, except insurance
377	Eligibility clerks, social welfare
378	Bill and account collectors

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
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- | | |
|--|--|
| Miscellaneous Administrative Support Occupations | |
| 379 | General office clerks |
| 383 | Bank tellers |
| 384 | Proofreaders |
| 385 | Data-entry keyers |
| 386 | Statistical clerks |
| 387 | Teachers' aides |
| 389 | Administrative support occupations, n.e.c. |

SERVICE OCCUPATIONS

Private Household Occupations

- | | |
|-----|---|
| 403 | Launderers and ironers |
| 404 | Cooks, private household |
| 405 | Housekeepers and butlers |
| 406 | Child care workers, private household |
| 407 | Private household cleaners and servants |

Protective Service Occupations

- | | |
|---|---|
| Supervisors, Protective Service Occupations | |
| 413 | Supervisors, firefighting and fire prevention occupations |
| 414 | Supervisors, police and detectives |
| 415 | Supervisors, guards |

Firefighting and Fire Prevention Occupations	
416	Fire inspection and fire prevention occupations
417	Firefighting occupations

Police and Detectives	
418	Police and detectives, public service
423	Sheriffs, bailiffs, and other law enforcement officers
424	Correctional institution officers

Guards	
425	Crossing guards
426	Guards and police, exc. public service
427	Protective service occupations, n.e.c.

Service Occupations, Except Protective and Household

- | | |
|--|---|
| Food Preparation and Service Occupations | |
| 433 | Supervisors, food preparation and service occupations |
| 434 | Bartenders |
| 435 | Waiters and waitresses |
| 436 | Cooks |
| 438 | Food counter, fountain and related occupations |
| 439 | Kitchen workers, food preparation |
| 443 | Waiters'/waitresses' assistants |
| 444 | Miscellaneous food preparation occupations |

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
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Health Service Occupations	
445	Dental assistants
446	Health aides, except nursing
447	Nursing aides, orderlies, and attendants
Cleaning and Building Service Occupations, except Household	
448	Supervisors, cleaning and building service workers
449	Maids and housemen
453	Janitors and cleaners
454	Elevator operators
455	Pest control occupations
Personal Service Occupations	
456	Supervisors, personal service occupations
457	Barbers
458	Hairdressers and cosmetologists
459	Attendants, amusement and recreation facilities
461	Guides
462	Ushers
463	Public transportation attendants
464	Baggage porters and bellhops
465	Welfare service aides
466	Family child care providers
467	Early childhood teacher's assistants
468	Child care workers, n.e.c.
469	Personal service occupations, n.e.c.

FARMING, FORESTRY, AND FISHING OCCUPATIONS

Farm Operators and Managers	
473	Farmers, except horticultural
474	Horticultural specialty farmers
475	Managers, farms, except horticultural
476	Managers, horticultural specialty farms
Other Agricultural and Related Occupations	
Farm Occupations, Except Managerial	
477	Supervisors, farm workers
479	Farm workers
483	Marine life cultivation workers
484	Nursery workers
Related Agricultural Occupations	
485	Supervisors, related agricultural occupations
486	Groundskeepers and gardeners, except farm
487	Animal caretakers, except farm
488	Graders and sorters, agricultural products
489	Inspectors, agricultural products

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
	Forestry and Logging Occupations
494	Supervisors, forestry and logging workers
495	Forestry workers, except logging
496	Timber cutting and logging occupations
	Fishers, Hunters, and Trappers
497	Captains and other officers, fishing vessels
498	Fishers
499	Hunters and trappers
PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS	
	Mechanics and Repairers
503	Supervisors, mechanics and repairers
	Mechanics and Repairers, Except Supervisors
	Vehicle and Mobile Equipment
	Mechanics and Repairers
505	Automobile mechanics
506	Automobile mechanic apprentices
507	Bus, truck, and stationary engine mechanics
508	Aircraft engine mechanics
509	Small engine repairers
514	Automobile body and related repairers
515	Aircraft mechanics, exc. engine
516	Heavy equipment mechanics
517	Farm equipment mechanics
518	Industrial machinery repairers
519	Machinery maintenance occupations
	Electrical and Electronic Equipment Repairers
523	Electronic repairers, communications and industrial equipment
525	Data processing equipment repairers
526	Household appliance and power tool repairers
527	Telephone line installers and repairers
529	Telephone installers and repairers
533	Miscellaneous electrical and electronic equipment repairers
534	Heating, air conditioning, and refrigeration mechanics
	Miscellaneous Mechanics and Repairers
535	Camera, watch, and musical instrument repairers
536	Locksmiths and safe repairers
538	Office machine repairers
539	Mechanical controls and valve repairers
543	Elevator installers and repairers
544	Millwrights
547	Specified mechanics and repairers, n.e.c.
549	Not specified mechanics and repairers

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
Construction Trades	
Construction Trades, Supervisors, Construction Operations	
553	Supervisors; brickmasons, stonemasons, and tile setters
554	Supervisors, carpenters and related workers
555	Supervisors, electricians and power transmission installers
556	Supervisors; painters, paperhangers, and plasterers
557	Supervisors; plumbers, pipefitters, and steamfitters
558	Supervisors, n.e.c.
Construction Trades, Except Supervisors	
563	Brickmasons and stonemasons
564	Brickmason and stonemason apprentices
565	Tile setters, hard and soft
566	Carpet installers
567	Carpenters
569	Carpenter apprentices
573	Drywall installers
575	Electricians
576	Electrician apprentices
577	Electrical power installers and repairers
579	Painters, construction and maintenance
583	Paperhangers
584	Plasterers
585	Plumbers, pipefitters, and steamfitters
587	Plumber, pipefitter, and steamfitter apprentices
588	Concrete and terrazzo finishers
589	Glaziers
593	Insulation workers
594	Paving, surfacing, and tamping equipment operators
595	Roofers
596	Sheetmetal duct installers
597	Structural metal workers
598	Drillers, earth
599	Construction trades, n.e.c.
Extractive Occupations	
613	Supervisors, extractive occupations
614	Drillers, oil well
615	Explosives workers
616	Mining machine operators
617	Mining occupations, n.e.c.

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
Precision Production Occupations	
628	Supervisors, production occupations
Precision Metal Working Occupations	
634	Tool and die makers
635	Tool and die maker apprentices
636	Precision assemblers, metal
637	Machinists
639	Machinist apprentices
643	Boilermakers
644	Precision grinders, filers, and tool sharpeners
645	Patternmakers and model makers, metal
646	Lay-out workers
647	Precious stones and metals workers (Jewelers)
649	Engravers, metal
653	Sheet metal workers
654	Sheet metal worker apprentices
655	Miscellaneous precision metal workers
Precision Woodworking Occupations	
656	Patternmakers and model makers, wood
657	Cabinet makers and bench carpenters
658	Furniture and wood finishers
659	Miscellaneous precision woodworkers
Precision Textile, Apparel, and Furnishings Machine Workers	
666	Dressmakers
667	Tailors
668	Upholsterers
669	Shoe repairers
674	Miscellaneous precision apparel and fabric workers
Precision Workers, Assorted Materials	
675	Hand molders and shapers, except jewelers
676	Patternmakers, lay-out workers, and cutters
677	Optical goods workers
678	Dental laboratory and medical appliance technicians
679	Bookbinders
683	Electrical and electronic equipment assemblers
684	Miscellaneous precision workers, n.e.c.
Precision Food Production Occupations	
686	Butchers and meat cutters
687	Bakers
688	Food batchmakers
Precision Inspectors, Testers, and Related Workers	
689	Inspectors, testers, and graders
693	Adjusters and calibrators

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
Plant and System Operators	
694 Water and sewage treatment plant operators	
695 Power plant operators	
696 Stationary engineers	
699 Miscellaneous plant and system operators	
OPERATORS, FABRICATORS, AND LABORERS	
Machine Operators, Assemblers, and Inspectors, Except Precision	
Metalworking and Plastic Working Machine Operators	
703 Lathe and turning machine set-up operators	
704 Lathe and turning machine operators	
705 Milling and planing machine operators	
706 Punching and stamping press machine operators	
707 Rolling machine operators	
708 Drilling and boring machine operators	
709 Grinding, abrading, buffing, and polishing machine operators	
713 Forging machine operators	
714 Numerical control machine operators	
715 Miscellaneous metal, plastic, stone, and glass working machine operators	
717 Fabricating machine operators, n.e.c.	
Metal and Plastic Processing Machine Operators	
719 Molding and casting machine operators	
723 Metal plating machine operators	
724 Heat treating equipment operators	
725 Miscellaneous metal and plastic processing machine operators	
Woodworking Machine Operators	
726 Wood lathe, routing, and planing machine operators	
727 Sawing machine operators	
728 Shaping and joining machine operators	
729 Nailing and tacking machine operators	
733 Miscellaneous woodworking machine operators	
Printing Machine Operators	
734 Printing press operators	
735 Photoengravers and lithographers	
736 Typesetters and compositors	
737 Miscellaneous printing machine operators	
Textile, Apparel, and Furnishings Machine Operators	
738 Winding and twisting machine operators	
739 Knitting, looping, taping, and weaving machine operators	
743 Textile cutting machine operators	
744 Textile sewing machine operators	
745 Shoe machine operators	
747 Pressing machine operators	
748 Laundering and dry cleaning machine operators	
749 Miscellaneous textile machine operators	

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
Machine Operators, Assorted Materials	
753	Cementing and gluing machine operators
754	Packaging and filling machine operators
755	Extruding and forming machine operators
756	Mixing and blending machine operators
757	Separating, filtering, and clarifying machine operators
758	Compressing and compacting machine operators
759	Painting and paint spraying machine operators
763	Roasting and baking machine operators, food
764	Washing, cleaning, and pickling machine operators
765	Folding machine operators
766	Furnace, kiln, and oven operators, exc. food
768	Crushing and grinding machine operators
769	Slicing and cutting machine operators
773	Motion picture projectionists
774	Photographic process machine operators
777	Miscellaneous machine operators, n.e.c.
779	Machine operators, not specified
Fabricators, Assemblers, and Hand Working Occupations	
783	Welders and cutters
784	Solderers and brazers
785	Assemblers
786	Hand cutting and trimming occupations
787	Hand molding, casting, and forming occupations
789	Hand painting, coating, and decorating occupations
793	Hand engraving and printing occupations
795	Miscellaneous hand working occupations
Production Inspectors, Testers, Samplers, and Weighers	
796	Production inspectors, checkers, and examiners
797	Production testers
798	Production samplers and weighers
799	Graders and sorters, exc. agricultural
Transportation and Material Moving Occupations	
Motor Vehicle Operators	
803	Supervisors, motor vehicle operators
804	Truck drivers
806	Driver-sales workers
808	Bus drivers
809	Taxicab drivers and chauffeurs
813	Parking lot attendants
814	Motor transportation occupations, n.e.c.
Transportation Occupations, except Motor Vehicles	
Rail Transportation Occupations	
823	Railroad conductors and yardmasters
824	Locomotive operating occupations
825	Railroad brake, signal, and switch operators
826	Rail vehicle operators, n.e.c.

1990 OCCUPATIONAL CLASSIFICATION SYSTEM

Code	Occupation Category
	Water Transportation Occupations
828	Ship captains and mates, except fishing boats
829	Sailors and deckhands
833	Marine engineers
834	Bridge, lock, and lighthouse tenders
	Material Moving Equipment Operators
843	Supervisors, material moving equipment operators
844	Operating engineers
845	Longshore equipment operators
848	Hoist and winch operators
849	Crane and tower operators
853	Excavating and loading machine operators
855	Grader, dozer, and scraper operators
856	Industrial truck and tractor equipment operators
859	Miscellaneous material moving equipment operators
	Handlers, Equipment Cleaners, Helpers and Laborers
864	Supervisors, handlers, equipment cleaners, and laborers, n.e.c.
865	Helpers, mechanics and repairers
	Helpers, Construction and Extractive Occupations
866	Helpers, construction trades
867	Helpers, surveyor
868	Helpers, extractive occupations
869	Construction laborers
874	Production helpers
	Freight, Stock, and Material Handlers
875	Garbage collectors
876	Stevedores
877	Stock handlers and baggers
878	Machine feeders and offbearers
883	Freight, stock, and material handlers, n.e.c.
885	Garage and service station related occupations
887	Vehicle washers and equipment cleaners
888	Hand packers and packagers
889	Laborers, except construction

MILITARY OCCUPATIONS

- 903 Commissioned Officers and Warrant Officers
- 904 Non-commissioned Officers and Other Enlisted Personnel
- 905 Military occupation, rank not specified

EXPERIENCED UNEMPLOYED NOT CLASSIFIED BY OCCUPATION

- 909 Last worked 1984 or earlier

APPENDIX E

Comparison of Reservists' Civilian Occupation With Reservists' Military Occupation

Tabulations for this appendix are published separately

Comparison of Reservists' Civilian Occupation With Reservists' Military Occupation

This appendix consists of two types of tabulations which are separately published: *Part A* presents the distribution of military occupations for enlisted members and officers by Reservists' civilian occupations and *Part B* presents the distribution of civilian occupations by their military occupations. Civilian occupations were determined from responses to Question 109 from the 1992 *Reserve Components Surveys* of officers and enlisted personnel. Responses to this item were coded by the Census Bureau to the 1990 Census categories. Department of Defense service-wide occupation codes, taken from Reservists' personnel records, were the source of Reservists' military occupations.

Using the Appendix

Part A. The first two columns present the Reservists' civilian occupations (as coded to the 1990 Census categories) and pay grade status (enlisted or officer). The third column, Reserve occupation, is the DoD-wide occupation code and occupation description.

The three remaining columns describe the distribution of cases:

- *Unweighted number in civilian occupation* shows the number of survey respondents with each combination of civilian occupation, pay grade status, and Reserve occupation.
- *Weighted number in civilian occupation* represents the weighted number of Reservists with that combination of civilian occupation, pay grade status, and Reserve occupation.
- *Weighted percent in civilian occupation* presents the percent of Reservists in a specific civilian occupation with that Reserve occupation. Thus, the percentage is based on all Reservists within the civilian occupation, not on all Reservists. The percentages for enlisted members and officers will sum to 100 percent for each given civilian occupation.

As an illustration, consider the civilian occupation "004 Chief executives/officials, pub admn". This is found on page 1 of the tabulations and is reproduced in this report as Exhibit A.

- One enlisted Reservist with this civilian job had a military occupation "030 - Combat engineering, general" and represents about 38 enlisted Reservists in this civilian/military occupation pair. Reservists with this military occupation account for about 36 percent (35.55%) of those who are Chief executives/officials.
- One enlisted Reservist with this civilian job had a military occupation "500 - Personnel, general" and represents about 22 enlisted Reservists in this civilian/military occupation pair. Reservists with this military occupation account for about 20 percent (20.21%) of those who are Chief executives/officials.

- One enlisted Reservist with this civilian job had a military occupation "700 - Metalworking, general" and represents about 12 enlisted Reservists in this civilian/military occupation pair. Reservists with this military occupation account for about 11 percent (10.85%) of those who are Chief executives/officials.
- One Reserve officer with this civilian job had a military occupation "301 - Intelligence, general" and represents about 23 officers in this civilian/military occupation pair. Reservists with this military occupation account for about 22 percent (21.54%) of those who are Chief executives/officials.
- One Reserve officer with this civilian job had a military occupation "403 - Communications and radar" and represents about 14 officers in this civilian/military occupation pair. Reservists with this military occupation account for about 13 percent (12.83%) of those who are Chief executives/officials.

Part B (beginning on page 489 of Appendix D). The first two columns describe Reservists' military occupations (using the DoD-wide occupation coding structure) and pay grade status (enlisted or officer). The third column, Civilian occupation, describes Reservists' civilian occupation coded to the 1990 Census categories.

The three remaining columns describe the distribution of cases:

- *Unweighted number in Reserve occupation* shows the number of survey respondents with each combination of military occupation, pay grade status, and civilian occupation.
- *Weighted number in Reserve occupation* represents the weighted number of Reservists with that combination of military occupation, pay grade status, and civilian occupation.
- *Weighted percent in Reserve occupation* presents the percent of Reservists in a specific military occupation who have that civilian occupation. Thus, the percentage is based on all Reservists within the military occupation, not all Reservists. The percentages for enlisted members and officers will sum to 100 percent for each given Reserve occupation.

As an illustration, consider the military occupation "010 Infantry, general" (only two civilian occupations within this military occupation are described as an example). This is found on page 2 of the tabulations and is reproduced in this report as Exhibit B.

- Seven enlisted Reservists with this military job had a civilian occupation "005 Administrators and officials, pub admn" and represent about 200 enlisted Reservists in this military/civilian occupation pair. Reservists with this civilian occupation account for less than one-half of one percent (.34%) of those who have an Infantry, general military occupation.
- Four enlisted Reservists with this military job had a civilian occupation "007 Financial managers" and represent about 132 enlisted Reservists in this military/civilian occupation pair. Reservists with this civilian occupation account for less than one-quarter of one percent (.23%) of those who have an Infantry, general military occupation.

Exhibit A
COMPARISON OF RESERVISTS' CIVILIAN OCCUPATION WITH RESERVISTS' MILITARY OCCUPATION

277

CIVILIAN OCCUPATION	PAY GRADE STATUS	RESERVE OCCUPATION	UNWEIGHTED NUMBER IN CIVILIAN OCCUPATION	WEIGHTED NUMBER IN CIVILIAN OCCUPATION	PERCENT OF CIVILIAN OCCUPATION	WEIGHTED CIVILIAN OCCUPATION
003 LEGISLATORS	OFFICER	504 - Social Scientists	1.00	13.94	36.15%	-
		506 - Legal	2.00	24.61	63.84%	-
004 CHIEF EXECUTIVES/OFFICLS, PUB ADMIN	ENLISTED	030 - Combat Engineering, General	1.00	37.52	34.55%	-
		500 - Personnel, General	1.00	21.95	20.21%	-
		700 - Metalworking, General	1.00	11.78	10.85%	-
005 ADMINISTRATORS AND OFFICLS, PUB ADMIN	ENLISTED	301 - Intelligence, General	1.00	23.40	21.54%	-
		403 - Communications and Radar	1.00	13.94	12.83%	-
		010 - Infantry, General	7.00	197.93	1.84%	-
		012 - Military Training Instructor	13.00	263.43	2.45%	-
		030 - Combat Engineering, General	3.00	121.45	1.13%	-
		041 - Artillery and Gunnery	1.00	14.19	0.13%	-
		043 - Missile Artillery, Operating Crew	2.00	49.22	0.45%	-
		050 - Air Crew, General	2.00	77.98	0.72%	-
		060 - Boatswains	1.00	53.98	0.50%	-

Exhibit B
COMPARISON OF RESERVISTS' MILITARY OCCUPATION WITH RESERVISTS CIVILIAN OCCUPATION

278

RESERVE OCCUPATION	PAY GRADE STATUS	CIVILIAN OCCUPATION	UNWEIGHTED	WEIGHTED	WEIGHTED
			NUMBER IN RESERVE OCCUPATION	NUMBER IN RESERVE OCCUPATION	PERCENT OF RESERVE OCCUPATION
010 - Infantry, General	ENLISTED	005 ADMINISTRATORS AND OFFICLS, PUB ADMN	7.00	197.93	0.34%
		007 FINANCIAL MANAGERS	4.00	131.82	0.23%
		013 MANAGERS, MKTING, ADV AND PUB RELAT	2.00	116.17	0.20%
		014 ADMINISTRATORS, EDUC/RELATED FIELDS	4.00	147.90	0.26%
		016 POSTMASTERS AND MAIL SUPERINTENDENTS	1.00	5.95	0.01%
		017 MNGRS, FOOD SERVING AND LODGING ESTB	10.00	533.69	0.93%
		018 MANAGERS, PROPERTIES AND REAL ESTATE	1.00	53.27	0.09%
		021 MNGRS, SERVICE ORGANIZATIONS, N.E.C.	2.00	43.76	0.07%
		022 MANAGERS AND ADMINISTRATORS, N.E.C.	23.00	914.57	1.60%
		023 ACCOUNTANTS AND AUDITORS	6.00	160.96	0.28%
		025 OTHER FINANCIAL OFFICERS	1.00	8.58	0.01%